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# Local Government Service

No. 9 SEPTEMBER, 1935 Vol. XVI


# THE SOCIAL SERVICES

## WORK OF LOCAL AUTHORITIES AND VOLUNTARY BODIES
## SUGGESTED LINES OF DEMARCATION


By E. M. Hutchinson, B.A., A.I.M.T.A.

MR. E. M. HUTCHINSON, B.A., A.I.M.T.A.

*" Do you consider it possible to lay down, in the sphere of the social services, lines of demarcation between what is appropriate to (a) local authorities and (b) voluntary bodies? If so, what lines do you suggest?" This was the question set in Class I of the Essay Competition in connection with the Nalgo Summer School. Below we give extracts from the prizewinning essay by Mr. E. M. Hutchinson, B.A. (Admin.), A.I.M.T.A., Surrey County Officers' Association.*

I WOULD define social services as those designed to ameliorate the position of the individual and his dependents who are temporarily or permanently abnormal or subnormal in relation to a profit-motivated society, recognising that the number of such individuals will vary according to the conception of sustenance." Thus social service may be designed to cope with unemployment or underemployment, mental deficiency or industrial illness, or to make positive contributions in the form of amenities, to a standard of " sustenance " recognised socially rather than economically.

From this analysis I suggest that the following main classes of social service emerge :—

Social insurance;

Medical services, as regards tuberculosis, venereal disease, mental deficiency, maternity and child welfare, and school medical work;

Public assistance, including special training for the blind, deaf and dumb, and physically defective;

Cultural education as opposed to technical, and in a large degree

Housing;

Environmental planning, and the provision of amenities—parks, baths, recreation grounds, and libraries.

In thus attempting to define with some closeness both the field of the social services and the conditions which necessitate and bring them into being, I have been actuated by a sense that an examination of the facts is insufficient as a basis for determining the proper sphere of communal effort working through representative institutions.

So far I have spoken of communal or social effort only in that sense, but I have attempted to indicate that economic forces preclude a unanimous effort. Moreover, the execution of the intentions of the central authority lies often with subordinate bodies who, although in their modern forms creations of that authority, have historic traditions of local autonomy which are jealously guarded. It is with these local authorities that we are concerned.

But, in addition to these possible sources of conflict, political thought even when agreed on extra-economic remedies for social evils, is by no means unanimous in its belief in the State or creations of the State as the appropriate vehicle.

The voluntary as opposed to State-enforced, activities of individuals or combinations of individuals have played and continue to play, an important part in building and maintaining the fabric of the social services.

At a time when the application of monistic views of the State are changing the entire orientation of western politics, I feel that it is necessary to re-examine the basis of the bilateral approach which has characterised the English system.

### Pre-Statutory Activities

"When we come to examine the social services which I have desiderated, we find that those appropriate to local authorities have become so by virtue of separate legislative acts, and that in each case the way was paved by prior activities of individuals or groups. Wash-houses originate with a Liverpool Irishwoman; private initiative made good the failure of the enclosure acts to provide space for outdoor rest and recreation; individual experiments in education have gradually found their way into the national system from Kaye-Shuttleworth's pupil-teacher scheme, onwards. Other instances readily come to mind."— " Utilitarianism," by J. S. Mill, Everyman Edition at page 14.

These considerations suggest strongly that an adequate place for voluntary effort must continue to be found, but before an attempt is made to demarcate the area of opportunity, more evidence in support may be cited.

Democratic government to-day owes much of its stability to the training provided by pre-existing social and economic groupings—notably the trade unions, friendly societies, free churches and the co-operative movement. To-day, these have become highly organised bodies, providing less opportunity for the rank and file to share in active management. The existence of a bureaucracy is a penalty which highly organised societies must be prepared to pay—it need not amount to capital punishment. The entire work of local government is bound up with the principle of voluntary service, but the elected representative who is actively interested in the work of a small outside group is less likely to become an object attached to a fountain pen in his municipal capacity.

We must also, I think, recognise that the atmosphere of municipal politics is distasteful to many able minds whose capacity for social service may, indeed, outrun the limitations which surround collective enterprise in the representative sphere. Scientists, artists, and philosophers whose activities have no immediate bearing on the economic problems of the day, may be conscious of a debt to a society which allows them freedom from what they perhaps consider to be the baser forms of human activity; and especially to that part of society which, by virtue of its economic position, stands most in need of social services. At the same time, these persons are likely to have a higher sense of individual values than either the employer or the elected representatives of the mass of fixed wage earners.

### Lines of Demarcation

From the foregoing analysis I therefore deduce certain lines of demarcation as to the appropriate spheres of action as between local authorities and voluntary bodies.

*Local Authorities*

(*a*) Activities which invoke the sanctions of laws in interference with private property—e.g., slum clearance.

(*b*) The maintenance of services which have been approved by a majority of the electorate and which involve compulsory financial contributions.

(*c*) Services which are recognised as permanent and necessitate the whole-time employment of technical experts for their efficient maintenance.

*Voluntary Bodies*

In the first place, a broad two-fold division seems possible as between *constructive* and *critical* functions. The first category I extend as follows :—

(*a*) To be, or be in touch with, " laboratory " workers in the field of the social services—e.g., research students in universities.

(*b*) To humanise the findings of research and to interpret them to the general public.

(*c*) To initiate and supervise experimentation in a dynamic society.

(*d*) To bring successful experiments to the notice of the public and their representatives on governmental bodies.

In the class of critical functions, I include :—

(*a*) The protection of the rights of minorities as against the majority—e.g., that racial minorities share equally in state provided social services.

(*b*) The interpretation of governmental activity to the general public.

(*c*) Study of the machinery of government with a view to maintaining flexibility in the face of increasing size and complexity.

(*d*) Maintenance of a sense of individual


(*Continued on page* 246)

# THE SOCIAL SERVICES

(*Continued from page 245*)

values—i.e., the maintenance of a realisation amongst representative bodies and their officials, that they are dealing with human beings and not "cases."

In short, the function of the local authority is to execute a policy which represents the highest common factor amongst divergent views. The voluntary body is an agency for inquiry, experimentation, propaganda, stimulation, and criticism; but it is rarely a substitute for the local authority as an executive unit when a policy of general acceptability has been formulated, tested, and proved workable and beneficial.

### Examination of Suggested Principles

In conclusion, I propose to examine the present administration of social services and to inquire whether the principles set out above are discernible in practice or if their practical recognition would tend to improvement.

First, then, as to services which involve interference with rights of private property—that is with the basis of our economic order. Local authorities have powers of compulsory acquisition of land and of demolition of unfit properties. These powers are not possessed by societies for the betterment of housing conditions amongst the lower classes. Similarly, local authorities may, in certain circumstances, control the use to which private property in land is put. To exert a similar pressure on development a voluntary association must own the fee simple of the land in question or work solely by agreement.

In the interests of economic development, the State does, on occasion, grant a special legal status to non-State bodies as in the case of the railways and the Bank of England.

In this sphere private enterprise has up to now been accepted by a majority; it is the normal way of thinking about "getting a living." But, in interfering with modes of "living," the state authority is dealing with less concrete matters capable of even more nuances of opinion. Even the final beneficiaries may be blind to their self-interest at a time when a more far-sighted group have recognised a need for particular reform. A benevolent despotism may in such circumstances impose blessings; a democracy must learn to ask them from itself.

When that stage is reached, a second reason for activity by local authorities supervenes. I have spoken of social services as extra-economic activities, but their provision entails adjustments in the economic field by the absorption of labour and capital. The need for social services, arising as it does out of inequities inherent in the economic system, it is the beneficiaries of that system who, in the main, must suffer a loss in order that the services may be provided.

The practical outcome of this situation is a financial transfer by way of progressive taxation, which is rightly regarded as pre-eminently the domain of the State authority, and a function which it delegates only to minor representative bodies. In practice no body, not directly or indirectly answerable to the public of the area which it serves, has power to demand contributions in the nature of taxation.

### The Local Authority's Field

As regards the third principle defining the field of the local authority, we find a continual transfer of functions from voluntary bodies by reason of their success; the replacement of remunerated for voluntary service; the substitution of organisation for enthusiasm. Octavia Hill methods of house management become the commonplace of municipal housing; open spaces become objects of public maintenance and control.

On the other hand, a service generally acknowledged to be of primary importance—the provision of hospital treatment—remains to a large degree a matter for voluntary bodies, and probably no branch of the social services is so hampered for lack of funds, and so subject to staff turnover as a result of unsatisfactory working conditions for the permanent staff.

Turning now to the principles defining the proper sphere of voluntary bodies, let us first examine the type of body which we find in actual existence and the work they do. Body may, indeed, be an inappropriate term. Individuals by force of example and exhortation can achieve much as is proved by Miss Macmillan's work for nursery schools. Within the range bounded by the individual on the one hand and the body such as "First Garden City, Ltd.," on the other, all types of organisation may be found. The single voice addresses the world through the correspondence columns of the press in terms of entreaty or criticism; the relation of scientific discovery to daily life provides a theme for broadcast addresses. Local committees send deputations to wait on members of parliament or supply witnesses before commissions of inquiry. The same local committees federate into national associations holding annual conferences and, if in the long run they convince a majority that there is a defect to be remedied, they continue to hold a watching brief over the activities of local authorities as in the case of maternity and child welfare.

Specific needs beget special bodies as in the case of the agitation for a "Break up of the Poor Law" after the Royal Commission of 1906-09, or as in the current instance of the provision of social centres for the unemployed—a movement which may leave its mark on the administration of unemployment assistance.

The relations of voluntary bodies to local authorities vary greatly. Criticism of an uninformed character sometimes comes from associations composed of individuals whose principal aim is to limit expenditure of a social nature. Yet if the executive unit is stimulated to justify its expenditure by the excellence of its services, such criticism may be useful.

### Work for Voluntary Bodies

Actual day-to-day work of a routine character may sometimes usefully be done on behalf of local authorities, by paid officials of voluntary bodies, who escape, in some measure, the stigma which attaches to "prying inspectors."

Particularly is this the case where work of inquiry necessarily invades normal privacy—associations for mental welfare may be quoted as an example. In such circumstances the closest working arrangements are desirable and the joint interest may be expressed by co-option of representatives from the outside body on to special committees of the authority, or by the latter assisting financially the work of the voluntary group. The latter case illustrates forcibly what has already been said of demarcation by reference to financial method. Co-option, practised to an increasing degree, also provides an opportunity for voluntary associations to bring specialist knowledge to the notice of local authorities; existing examples are to be found in education and public assistance.

The experimental and educative functions of voluntary bodies are well illustrated by two further examples. In 1903, "First Garden City, Ltd.," was formed as a practical protest against the haphazard growth of urban areas. The sequel is to be found thirty-two years later in the recent publication of a Departmental Committee report, dealing with the garden city and satellite town concept in relation to general environmental planning.

Psycho-analysis is a comparatively young science in relation to which there is much confusion of thought and in many instances no thought at all. Plainly, the time is not ripe to incorporate its practical application in the social system by compulsion. The provision of child-guidance clinics on voluntary lines in certain large urban areas will provide evidence for future inquiry and familiarise the general public with a new aid to social progress.

This review of activities suggests that certain of the functions laid down as appropriate voluntary bodies are well performed. A liai does exist with "laboratory" workers; exp ments are conducted and brought to the no of representative bodies for wider adoption; co-operative arrangements and varied critici the tendency of highly organised bodies to "s is guarded against.

### The Humanising Task

Something more remains to be said, perha of the humanising task for which volunt bodies are appropriate. The tendency to sp and reckon numerically carries with it danger of losing the end in the means. The e of social service may be an increase in aggreg happiness, but that is surely the sum of in vidual increases. In large urban areas—to qu the Marley Report—"Communal links beco weakened or lost," so that the present mo ment for provision of social centres for unemployed acquires an enhanced significan Happiness cannot be impressed upon humani but a great and beneficial improvement m surely result if men can learn to seek individ happiness in communal activities.

The success of the Workers' Educatio Association in the field of cultural education rightly measured against the background environmental conditions which, to-day, is perpetual source of difficulty. New housi developments should be equipped to facilit such voluntary effort in its task of stimulati interest in social pursuits of a cultural natu The success of existing community centres some cases, suggests that there is great scope social services designed to make life happy well as existence tolerable. Local authorit may provide premises, voluntary effort m provide initiative and maintain enthusiasm.

### Democratic Institutions

By deduction from generalisations and by examination of the existing order, I ha endeavoured to answer affirmatively the qu tion: "Is it possible to lay down in the sph of the social services, lines of demarcati between what is appropriate to (*a*) local autho ties and (*b*) voluntary bodies?"

To be of practical utility, the lines suggest must be specific and definite in relation particular issues, and I have attempted to fu this condition.

I would end, however, by suggesting t there is one principle from which all detailed lines can be derived; it is this: Dem cratic institutions exist to express the will of t people, not to control it; voluntary action shou develop that will not dissipate it.

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## Mr. HUGH BEGG, F.R.C.V.S.

Mr. Hugh Begg, the County Veterin Inspector for Lanarkshire, retired on June on his 68th birthday and thus ended t official career of the first wholetime cou veterinary inspector in Great Britain. It is tribute to his ability, energy and streng of character that he has trained upwards forty veterinary surgeons in veterinary pub health and diseases of animals work w now hold positions as chief or assistant veterin inspectors in Scotland and in England un county and city local authorities.

For seventeen years (including the W period) he acted as an examiner of the R.C.V in Materia Medica, etc., and for many ye he was an examiner for the degree of B.V. and for the D.V.H. of the University of Liv pool, while over a long period he has been of the examiners in Meat Inspection of Royal Sanitary Association of Scotla He was elected President of the Lanarksh branch of the Association when it was form over twenty years ago and he has remai in this office ever since. He has also b Chairman of the Scottish District Commi for many years and he is one of the th trustees. In addition to these offices he represented the South and West of Scotl area on the National Executive Council.

# LOCAL GOVERNMENT ABROAD

## ONTRACTS OF EMPLOYMENT IN COLOMBIA

A RECENT Act passed in Colombia contains a number of provisions regulating the contracts of employment of salaried workers. e Act prescribes that contracts must be drawn in writing and in duplicate. The contract must ecify the nature of the work, the salary and form and intervals of payment, the duration the service and the grounds on which it y be terminated, and the worker's state of lth as attested by a practitioner chosen and d by the employer. In the event of dispute to the terms of employment, the contract st be accepted as proof.

Salaried employees are entitled to fifteen ys' regular holiday with full pay in each year's vice, to be taken at a date fixed by the ployer, and in the event of sickness, to sick ve for not more than 120 days, with pay at rate of two-thirds of the salary for the st sixty days, half the salary for the next rty days, and one-third of the salary for the t thirty days.

In the event of dismissal not due to the ployee's misconduct or failure to observe terms of his contract, he is entitled to an demnity at the rate of one month's salary for ch year of service, calculated on the basis of average salary for the past three years, or ere less than three years have been worked, the whole period of his employment. This demnity is payable even if dismissal is due the normal expiry of the contract at the date ed, unless the employer offers and the worker uses to renew the contract on the same terms before.

No employee may be required to work more an eight hours in the day. Other things ing equal, no public authority, Colombian dertaking or foreign undertaking operating thin the country may grant more favourable nditions of employment to foreign workers an to Colombians. The penalty for infringent of this provision is a fine of 200 to 1,000 sos. None of the rights conferred by the Act ay be renounced in any way.

**Standard Contract**

Contracts in force when the Act comes into ect must be put into writing and brought into e with its provisions within sixty days. standard contract of employment will be afted and published by the National Labour fice, the terms of which must be observed in ncluding individual contracts, though the rties are free to include any other provisions at do not conflict with the law. Where no ntract has been signed, the terms of the ndard contract will be held to apply. The ndard contract may be revised by the ational Labour Office at its discretion on the sis of experience.

The Industrial Court of Queensland recently anted increases in the salaries and wages of overnment servants. The rates of wages were justed to the basic wage by the restoration the old 1927 rates with a reduction of eleven illings a week to conform to the basic wage. his means an increase on the present rates of proximately 2 per cent.

The Court restored one-fourth of the reducons, ranging from 15 to 20 per cent., imposed salaried officers by legislation in 1931. It so directed that all increases should take fect from October 1, 1934, and that further tails of the awards should be the subject of gotiation between the parties concerned. Dealing with a claim for equal pay for both xes, the Court said that it would ensure the servance of this principle, for which provision was already made under the Industrial ct.

A Decree issued by the Czechoslavak overnment restores 30 per cent. of the cuts civil servants' salaries which were introduced 1932 and 1933. In addition, the part of arried civil servants' acting allowances not fected by the cuts is increased from 12,000 18,000 crowns.

# SALARIES AND SERVICE CONDITIONS

**Superannuation**

THE following authorities in the Yorkshire and North-Eastern Districts have recently obtained Actuarial Reports in respect of the Local Government and Other Officers' Superannuation Act, 1922 :—

Darfield Urban District Council
Darlington Rural District Council
Darton Urban District Council
Drighlington Urban District Council
Glendale Rural District Council
Goole Joint Hospital Board
Loftus Urban District Council
Mirfield Urban District Council

The Durham City Council have adopted the Act, the appointed day being the 1st of October, 1935.

Earby Urban District Council have agreed to obtain an Actuarial Report.

After a struggle extending over many years, we are glad to report that the Middlesbrough County Borough Council have adopted the Superannuation Act. One pleasant feature in the final stages has been that the adoption was carried unanimously. The appointed day is fixed for the 1st December, 1935.

The Leek Urban District Council has adopted the Local Government and Other Officers' Superannuation Act, 1922, in respect of 36 officers and 138 servants. The appointed day is 1st November, 1935.

**Salaries**

At a meeting of the Oldham Town Council held on the 7th instant, the following resolution was passed :—

"That the salaries of Members of the Clerical Staffs who are on the Scale of Salaries for Clerks be increased by 2s. per week where the Corporation Scale of Salaries is 2s. per week or more below the Provincial Council Scale, and that where the Scale is less than 2s. per week below the Provincial Council Scale, increases be granted to bring the salaries up to the last-mentioned Scale."

This represents the first step towards Whitley Council rates, which it is anticipated will be reached by yearly advances during the next few years.

The Divisional Secretary has had a further interview with the Chairman and Vice-Chairman of the Finance Committee at Bradford, in respect of the revision of staff salaries, which has recently been taking place. Although the result has not been as satisfactory as desired, it is gratifying to note that no further reductions have been made.

On July 19, the Divisional Secretary, accompanied by Mr. Brand, chairman of the branch, interviewed the Gas and Electricity Committee of the Darlington Corporation in respect of Sunday duties of the transport staff. Although the result has not yet been announced, the deputation was sympathetically received by the committee, and it is hoped that arrangements satisfactory to the staff will be made.

Mr. G. A. Tennant, president of the National Association of Relieving Officers, and Mr. J. E. N. Davis, attended as a joint deputation a meeting of the Cardiff Public Assistance Committee on July 18 in support of an application for an improved scale of salaries for Relieving Officers. The committee decided to hold a special meeting to consider the application.

The Llwchwr Urban District Council have adopted a grading scheme and salaries scale from May 1 last.

**Service Conditions**

The Divisional Secretary attended meetings of the Carmarthen Relieving Officers and representatives of the Attendance Officers on July 16, when the conditions of service of these officers were considered.

**Local Joint Committee**

The Wombwell Urban District Council have agreed to appoint a local joint committee consisting of eight representatives of the Council and a similar number of staff representatives.

**Inquiry into Administration**

An adjourned audit has been held by the District Auditor at the offices of the Easington Rural District Council, concerning certain statements which had been made reflecting on the administration of the Council's Housing Department, and more particularly upon certain contracts for the supply of sand and gravel to the Council in connection with their building schemes.

The evidence given at the enquiry was voluminous in character, occupying some 277 pages of typewritten matter. The District Auditor was assisted by Mr. E. H. Atkinson, Ministry of Health Inspector for Housing and Town Planning. The findings of the Auditors were read by him at a meeting on July 4, 1935. At a special meeting of the Easington Rural District Council, held on Thursday, August 8, the following resolution was carried :—

"That this Council accepts as satisfactory and final the Auditor's report of July 4, 1935, on the investigations he conducted into certain allegations reflecting on the administration of the Council's Housing Department, and certain officials and employees of the Council.

"We hereby place on record our complete confidence in the officials, staff and workmen of the Housing Department, and express ourselves as perfectly satisfied at the way in which the Auditor, assisted by Mr. E. H. Atkinson, Ministry of Health Inspector for Housing and Town Planning, and Mr. Parr, assistant auditor, has conducted the audit."

The resolution was moved by Councillor H. Tunney and seconded by Councillor E. Cain. The chairman, Councillor Brennan, remarked that the voting was practically unanimous.

# LIVERPOOL LIBRARIES AND MUSEUMS

The eighty-second annual report of the Libraries, Museums, Arts and Music Committee of the City of Liverpool for the year ended March 31, 1935, shows progress in all departments under the control of the particular committee. The Rawdon Branch Library at Anfield has been reconstructed and is now operated on the open-access system in common with all the other libraries of the city. The Larkhill Branch Library has been extended by the addition of a lending library for young people, and an interesting feature of the year was the opening of the Banks Lane Branch Library which was achieved with the co-operation of the Director of Housing, a shop adjacent to the Speke Housing Estate being converted into a small lending library for adults. The total number of volumes issued from all departments during the year was 6,841,180, an increase of close on 7,000 in comparison with the previous year. This report covers the first full year after the alteration and extension of the Walker Art Gallery, and it is encouraging to note that the attendance figures show a considerable increase on those for previous years. It is probably due to the new policy of the committee in holding the special temporary exhibitions throughout the year. The chairman and members of the committee and the chief librarian and his staff have accomplished much in maintaining the high standard of efficiency for which the Liverpool public libraries are so well known.

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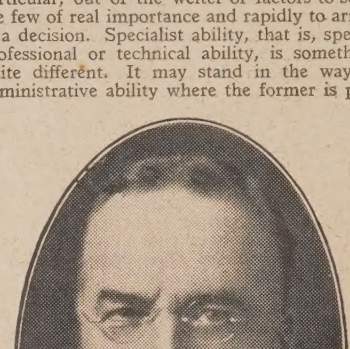
# PERSONNEL FOR HIGH ADMINISTRATIVE POSITION

By I. G. GIBBON, C.B., C.B.E., D.Sc.,
Director of the Local Government Division, Ministry of Health *

GENERAL ability is what is needed for responsible administrative work, the ability to appreciate and to relate all the relevant considerations of a problem and, in particular, out of the welter of factors to seize the few of real importance and rapidly to arrive at a decision. Specialist ability, that is, special professional or technical ability, is something quite different. It may stand in the way of administrative ability where the former is predominant, but that obviously is no reason for not appointing to high administrative posts professional men of administrative ability.



Dr. I. G. GIBBON

Where administrative and professional factors are closely intermingled, the only practical course may be to find men in whom the two qualities are sufficiently combined, but special care must be taken not to give too much weight to the professional, as distinguished from the administrative, ability, the more so because the latter is usually far more difficult to gauge.

Excess and waste can be reduced by determining as accurately as possible the number of posts for which men are required and closely relating initial recruitment to the requirements. In large establishments this can usually be achieved only if the staff is divided into groups according to the work to be done, and its proper complement allotted to each group.

### Method of Selection

The method of selection is obviously all-important. It is necessary to decide from what class the men are to be selected, whether, for example, all or some are to be selected from men with a distinguished university career, or whether wholly from younger men with lower initial general education, selection being made according to proved ability and practical worth.

Where there is a sufficient number of vacancies, no better way of initial recruitment has yet been devised than a well-devised examination—" well devised " is critical. The practice of mental tests holds promise, but for the higher class of appointments no more at present than promise. Personal selection can be the best of all if the right men can be obtained for the selection, but obtaining the right men is now usually altogether too adventitious. Selection is by no means every man's game.

In any event, whatever may be the method, probation in the initial period of service needs to be strictly applied, a probation directed ascertaining the man's ability, not only for t class of work which he may be doing, but, s more important, for more responsible wo Whatever the test which may be adopted initial recruitment, it cannot do more than ra a presumption of fitness, and no substitute h yet been discovered for the test of actual wo

The whole question of the probationary t requires more attention and investigati There is no more serious element of waste th to keep on a man unless he has shown that he fitted for the class of post for which he is ul mately intended. The sooner he is remov the better, not only for the business, but for t man himself, so that he may have a char when still young of finding work for which is better fitted. In our imperfect systems, ho ever perfect we may try to make them, so measure of waste is almost a condition efficiency, a truth which should be borne w in mind, and there should be no hesitation applying the lessons of probation.

### In the Civil Service

The Civil Service gains a great advanta because all the government departments grouped for appointments. Prospective can dates know that a selection will be made ea year, and in that way a definite market is pr vided for ability, which itself attracts abili This is one reason why the Civil Service obta a larger proportion of exceptional ability th is warranted by pay and prospects. Priv employers might well consider whether th might not co-operate in similar action.

Efficient methods of promotion are equa important—competent and impartial; and co petent means competent for the job of selecti and impartial means, not only free fr favouritism, but, even more important beca more subtle, free from indefinite personal li and dislikes, of qualities as well as persons; c man, for instance, may be too much impres with address; another with bubbling confiden another with respect, another with caution, a the like.

In particular, a strong and general body opinion needs to be established which recogni as right the appointment of the person proved exceptional ability, regardless seniority. It is usually found in any staff size that there are a few men, perhaps one m who stand out as exceptional administrato usually more because of inherent qualities th acquired education, and success may larg depend on placing these men early in posts high responsibility.

It is a nice question which is the more was ful—retaining men unfit for their posts, keeping in lowly positions men exception fitted for high responsibilities.

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The fourth annual Six Miles Novices' W (under A.A.A. laws and R.W.A. rules) will held under the auspices of the Polytech Harriers, on Saturday, September 28. walk will start from St. Dunstan's Headquart Inner Circle, Regent's Park and comprise circuits of the Outer Circle. There is no e fee and anyone may enter who does not alre belong to a walking club and who has not a prize at athletics since leaving school.

* * *

The Gallipoli and Salonika Pilgrimage C mittee (supported by the Salonika Re-u Association, etc.) have arranged a cruise Gallipoli and Salonika for ex-members of H Forces who may wish to revisit the area which they served. This reunion pilgrim cruise will leave Liverpool on May 1, returning on May 23. Calls will be mad Gallipoli, Salonika, Malta, and Istanbul.

* From a paper contributed to the International Congress for Scientific Management.

# T RANDOM: COMMENTARY ON CURRENT TOPICS

By HYPERION

**ming Future Events**

SSIDUOUS readers (if any) of this column may remember that in September, 1934, I referred to J. W. Dunne's book, "An eriment With Time," in which the author out to prove that we often dream of events ch actually occur in our lives *after* we have med about them.

ere is an example of what I conceive to be rly a "Dunne dream."

Did you dream last night? Colleague did, rts that he 'saw' finish of to-day's Stewards . Four horses in close finish. Winner: EENORE. In first four, perhaps placed: RA DEANS. Don't blame me. . . ."

*Extract from William Hickey's column "These nes Make News" in "The Daily Express" Tuesday, July 30th, 1935.)*

–STEWARDS' CUP (handicap) of £15 each ith £1,000 added. SIX FURLONGS.

EENORE, by Grand Parade—Tuscar Rock Lady Ludlow) 6 yrs., 8st. 8lb...S. Wragg 1

MOND HILL (Capt. Fielden)

-8-7 .....H. Wragg 2

RA DEANS (Sir V. Sassoon)

-6-7 (carr. 6-11)....Humphrey Foster 3

*Extract from "The Star" of the evening of 30th, 1935.)*

thought of ringing Mr. Hickey up and ng his attention to "An Experiment With ne," but found that there was no need to o.

On Wednesday, July 31, 1935, he devoted lumn and a half to the subject. Mr. Hickey self rang up J. W. Dunne, who worked out odds against the result of the Stewards' Cup g mere coincidence. They were 1,666—1.

Hickey's column continues:—

Procedure is simple," says Dunne. "Para- rnalia: paper, pencil, alarm-clock set to wake one hour before your usual time. Shut r eyes again immediately you wake. Try to ember what you were dreaming about. It probably be some trivial thing. Concentrate this thing, trying to remember *details*. ldenly large portion of dream will come back. te it down at once, fully, missing out no il."

las! I did not back either Greenore or a Deans. As a matter of fact, I did not *The Daily Express* until the race was over. life is like that!

**atum**

have been taken to task by two lynx-eyed lers on account of an inaccuracy which eared in this column last month under the ding "The Chain Letter Craze."

You state," writes one of them, "that it bably started with some wise individual ding out about 100,000 of the letters to that nber of addresses culled from a directory n his own name at the top of the five given he letter. Even if only 5 per cent. of the resses 'bit,' the sender was in clover, could k up and let the chain go its own way.

A few minutes' study of the above figures show that the individual was anything but e. Five per cent. of 100,000 sixpences als £125, but against this must be off-set the tage on 100,000 letters at 1½d. each, which als £625, therefore far from being in clover, person would be £500 out of pocket. This, course, is ignoring the cost of letter paper, elopes and duplicating.

Whilst holding no brief for the chain letter ze, I must confess that I cannot visualise any son starting such a scheme with any hopes making a fair margin of profit."

admit my figures were too hastily compiled. your leave, sir, I'll substitute 15 per cent for er cent. in my paragraph, and will point out t ½d. (not 1½d.) stamps have been used on envelopes containing the chain letters which ave received. This would increase the eipts to £375 and reduce the postage bill to 8.

(And *now* I haven't included anything for stationery!)

I wonder if any other of my readers would care to expound the "snag" in this chain letter "racket."

**G.B.S.**

I suppose that there is no public man about whom so many stories—and *good* stories at that—have been told as Mr. George Bernard Shaw. In a broadcast talk recently, Wyndham Lewis said that Shaw holds the position of a kind of glorified Grock in this country.

Here is an estimate of G.B.S. by a Chicago poet:—

Let critics chew your plays and find
Fit matter for their trade of whacking;
Let pundits analyse your mind
And say that this or that is lacking;
For critic *sass** and pundit gas
I do not care a week-old *cruller*;‡
I only know that when you pass
The world will be a damsite duller.

* Sauce. ‡ Small cake.

**Le Mot Juste**

"Waitin' on 'er 'and and foot—it's enough to wear out King Kong!"—(Maidservant in *When Night Falls*, Emlyn Williams' play.)

**Balliol College, Oxford**

The official booklet about the sixth Nalgo Summer School, describes Balliol as "one of the oldest and most notable of the Oxford colleges," and states that it was founded between 1260 and 1268 by Sir John de Balliol, father of the Scottish King of that name.

But this is only half the story of the College's foundation. In 1255, John de Balliol (unluckily for himself) captured the person of a certain Bishop of Durham. Part of his penance, after he had been soundly whipped by the bishop with a scourge, was to hire a house in Oxford and make it a hostel for sixteen poor scholars who received from him 8d. a day.

**So this is London!**

For some years I have been collecting books about London. Oddly enough, I have never consulted a bibliography on the subject, but I imagine that almost as many books have been written about London as about Shakespeare.

"The Face of London," by Harold P. Clunn, is an admirable production of the super-guide book variety. Profusely illustrated with photographs, it shows better than any other book I know how London has altered during the last century. If you wish to speculate about the probable alterations during the *next* century, I advise you to read "London of the Future," which was published by the London Society and edited by Sir Aston Webb. It contains chapters on "Roads, Streets and Traffic of London," "London Railway Reconstruction," "Commercial Aviation and London," "The Housing of London," and "Some Thoughts on the Redevelopment of London"—all written by experts on their respective subjects.

On the other hand, if you want to explore the little-known alleys and byways of the Metropolis or to get a glimpse of the hundred and one odd types of humanity whom you may meet there, I recommend Alan Stapleton's beautifully illustrated "London—Alleys, Byways and Courts," "Nights in Town," by Thomas Burke, and "The London Roundabout," by Jan and Cora Gordon.

"Sir," said Dr. Johnson, "if you wish to have a just notion of the magnitude of this city, you must not be satisfied with seeing its great streets and squares, but must survey its innumerable little lanes and courts."

Certainly, even to-day, there is no city in the world which contains greater surprises than London. How easy it is to escape from the noisiest thoroughfare into some quiet and unexpected sanctuary!

On the government of London there are Sir Percy Harris's "London and Its Government" and Mr. Herbert Morrison's recent book, "How Greater London is Governed." Colonel Blackham's "London for ever the Sovereign City" is an interesting book dealing exclusively with the City of London.

"Wonderful London," edited by A. St. John Adcock, is perhaps the finest collection of essays about almost every aspect of London life.

Again, for those on pleasure bent, there are two excellent guide books—"How to be Happy in London," by Victor Macclure, and "London Town and Country," an excellent little guide book published by the London Passenger Transport Board at the very reasonable price of one shilling.

But the book which, in my opinion, succeeds in conveying the atmosphere and *spirit* of London better than all of them was written by a foreigner, and a man who, notwithstanding his nationality, was a good Londoner and a good Cockney. It is "The Spirit of London," by the late Paul Cohen-Portheim. As the author remarks in his Foreword: "A guide book enumerates, this book appreciates." The book is not only written with a critical appreciation and knowledge of London's past history as well as of the transformation of her appearance within recent years, but it is illustrated by an admirably selected series of photographs, many of which are good enough to find a place in a publication like "Photogravure of the Year."

Let me conclude this paragraph by again quoting Dr. Johnson:

"The happiness of London," he said, "is not to be conceived but by those who have been in it. I will venture to say, there is more learning and science within the circumference of ten miles from where we now sit, than in all the rest of the kingdom."

And in another part of Boswell's masterpiece:

"Why, sir, you find no man, at all intellectual, who is willing to leave London. No, sir, when a man is tired of London, he is tired of life; for there is in London all that life can afford."

**These Psychologists—or Don't Mind the Piano**

Charming suggestion in a serious psychological article printed in the New York *Daily News*:—

"If you will perform a simple experiment some evening at home, you will have a permanent example of the relation of thought to action. Take three nails, a hammer, and a piano. Drive two nails into the piano and pull one out.

"The nail you leave in the piano symbolises an act; the one pulled out symbolises changing your mind; the one not used symbolises controlling your thoughts."—William Hickey in the *Daily Express*.

**Film Advertisement**

SEE a White Man in the Deadly Embrace of a Monster Python.
SEE Ape Worshippers Prostrate Before Living Altars.
SEE a Beautiful Native Maiden Mauled by a Ferocious Tiger.

**The King's English—and How Not to Write It**

To Pianoforte Makers: A lady, keeping a first-class school, requiring a piano, is desirous of receiving a daughter of the above in exchange for the same.

*From an advertisement.*

**The Whole Hog**

"I believe in the Bible from Kiver to Kiver; I believe in the credibility of Genesis and the edibility of Jonah."—*A Kentucky preacher.*

**You Pays Your Jam-Jar and You Takes Your Choice**

A summons under the Public Health Act alleging that he gave toy windmills to children in exchange for jam-jars was brought against Eric Pemberton, a dealer, at Windsor to-day. He wrote that he was giving white mice as well as windmills and that he usually gave goldfish, but had been unable to obtain a fresh supply. The summons was dismissed under the Probation of Offenders Act.—*Evening Standard.*

# HOLIDAYS

**will soon be but a**

# HAPPY MEMORY

and you will wish to settle down to the coming winter evenings.
Utilise your leisure during the long winter evenings in the most profitable manner by studying for your professional, technical or vocational examination by the best possible means, viz., The Nalgo Correspondence Institute.

*The following is a short list of Institutions for whose examinations coaching is arranged :*

National Association of Local Government Officers.
University of London (Diploma in Public Administration).
Institute of Municipal Treasurers and Accountants.
Incorporated Association of Rating and Valuation Officers.
Various preliminary examinations (including matriculation).
Board of Trade (Inspectors of Weights and Measures and Gas Meters).
Chartered Institute of Secretaries, Incorporated Secretaries Association and Corporation of Certified Secretaries.
Sanitary Inspectors Joint Examination Board (both for England and Wales and for Scotland).
Royal Sanitary Institute (Inspectors of Meat and Other Foods, Food Hygiene (A.R.San.I.), and Sanitary Science).
Institution of Municipal and County Engineers (Testamur).
Poor Law Examinations Board (England and Wales).
(*a*) Relieving Officers.
(*b*) Institution Officers.
(*c*) Clerical Assistants.
Poor Law Examinations Board (Scotland).

*Full particulars from the*

**NALGO CORRESPONDENCE INSTITUTE**

**24, Abingdon St., Westminster, S.W.1**


# SCOTTISH NOTES

These notes are being written in the midst of the holidays. Nearby where the writer is staying Edmund Kean, the great actor, had a house on the portals of which he inscribed the words : " How pleasant from the loopholes of retreat to peep on such a world." Edmund was lucky to live before the days of railways and steamboats, telegrams and telephones, not to mention radios and aeroplanes. Nowadays there " ain't any sic' things " as " loopholes of retreat." One fondly imagines there are and some places like the writer's house have all the appearance of a retreat, but N.A.L.G.O. quickly shatters that illusion. Last week there were two calls to action.

**Promotions**

On both occasions it was a question of promotion in the service, one of the most difficult and delicate of questions. It is difficult since most Grading Schemes make it clear that seniority is not always to rule in matters of promotion. That being so, one is faced with the question of educational qualification or that of the efficiency of the individual. In the Glasgow case, the efficiency of the individual superseded had been certified by the chief official, and he was the senior man, but the committee appointed a man not recommended who had fewer years of service. This seemed a clear case for action and a protest was accordingly lodged. In the Edinburgh case the situation was different and we hope to reach an understanding on the question of promotion with the chief official concerned.

**Superannuation**

In the town of Inverness there was an unfortunate hitch with regard to the " Appointed Day " for the Superannuation Scheme coming into operation. The " Appointed Day " was altered from May 15 to August 15 after the Scheme had been adopted, and the Secretary of State for Scotland refused to agree to this alteration until the procedure had again been gone through. That is now being done. The towns of Falkirk and Dumfries are now taking steps to adopt Schemes, and Actuarial Reports are being prepared. In Dundee the question of the adoption of a Scheme is again under consideration. Dundee is now the only large local authority in Scotland that has not a Superannuation Scheme. It is to be hoped that on this occasion the Council will not hesitate to take this most desirable forward step.

**The Sports Day**

Our Annual Sports Day is again to be held at Bridge of Allan. The date is Saturday, September 14. Will those interested kindly note this in their diaries? Will they note also that entries must be sent immediately to Mr. S. H. Brodie, Sports Secretary, City Assessor's Office, 40 Cochrane Street, Glasgow, C.1? There are the usual competitions for golf, bowling and tennis. The golf competitions will be played over Dunblane New Golf Course. There will be a Gentlemen's Stroke Competition, which will consist of two rounds, and a Ladies' Stroke Competition of one round. The Bowling Competition will take place at Bridge of Allan, as will also the Tennis Competition. The Tennis will be a Mixed Doubles American Tournament.

The usual trophies and prizes will be awarded. Lunch and tea will be provided at the Allan Water and Spa Hotel at an inclusive charge of 5s. All members of the Association are invited to enter for the competitions, and members can bring their friends with them. We have usually quite a number of visitors, chiefly ladies, who are not taking part in the competitions. At our Sports Days we have always been lucky with the weather, and the event has usually been a very happy one. We hope this year to have a record attendance.

**Lanarkshire**

We had hoped to be in a position to supply more detailed information regarding the new Grading Scheme adopted by Lanarkshire County Council, but the Staffing Committee refused, in the meantime, to let us have the information required. The Divisional Secretary has again written to the County Clerk as if the desired information can now be supp At the same time he has sent a circular adv members of the Lanarkshire Executive and various correspondents that the heads of de ments will supply information to membe the staff as to placings on the Grades, and cases of anomalies or hardships should reported to him in writing.

**Personal**

We offer our congratulations to Mr. Geor Sherriff on his appointment to the impo post of County Clerk of Stirlingshire. Sherriff has been President of the Sco Eastern Border Counties Branch of the Ass tion since its formation. While our membe the Borders will be sorry to lose his valu guidance they will, at the same time, rejoi his well-merited promotion.

## CLERICAL LABOUR

CLERICAL LABOUR IN BRITAIN. By F. Klingender. *Martin Lawrence, 3s. 6d.*

It is not easy to induce clerks to see th selves as a single social category; each se tends to look upon itself as a separate enti the insurance clerk, the bank clerk and municipal clerk each concentrating his atte on the special features of his employment w differentiate him from others who work their pens.

This attitude of splendid isolation has been the despair of those who have sough organise all clerical workers in one prote organisation, and in fact no unity of this has been achieved. The various branche clerical labour have, however, evolved their organisations, the most successful of which perhaps, those in the realm of public emp ment, where the civil service unions N.A.L.G.O. in the local government se have secured appreciable membership and exercised real influence on the condition employment of their members.

Dr. Klingender presents us with a surve the economic position of clerks and relationship to the general body of society. covers the period from the 'forties of last cen to the present time. He divides this period four : first, the long pre-war era during whic finds that clerks as a whole sank from genteel middle-class level to one of com proletarianisation; second, the war and the immediately following, when economic pres led to the development of vigorous cle trade unionism; third, the period of tempo stabilisation from 1922 to 1929 in w rationalisation and the introduction of machinery drastically reduced the field employment for clerks; and, finally, economic crisis of 1930 and onwards whe lot of clerical workers was worsened by fu unemployment and by cuts in the wage those in work.

Dr. Klingender's book is based on carefu elaborate research. He puts forward no opi without extensive statistical evidence to su them. For example, his references to sal " cuts," and superannuation of local go ment officers are based on figures obtained N.A.L.G.O.; and other data appear to have collected at first hand from the most auth sources.

Dr. Klingender's general conclusions seem both pessimistic and extremist to m He sees the vast inchoate body of clerical wo falling almost continuously into a worse worse economic state; he notes the measu amelioration secured from time to tim sections of clerks, but he points out that th limited to a minority and that they te disappear under the stress of general eco depression. The lower middle class as a he regards as part of the intermediate between capitalists and proletariat, alter allying themselves in their political alleg with the one or the other.

L.

# OXFORD SUMMER SCHOOL DISCUSSIONS

## THE INFLUENCE OF LOCAL GOVERNMENT ON THE LIFE OF THE COMMUNITY

THE Sixth English Summer School, held at Balliol College, Oxford, from July 20 to 27, a report of the opening ceremony at which appeared in the August issue of LOCAL GOVERNMENT SERVICE, was once again a great success. The number of students exceeded those attending in previous years, and the enthusiasm with which the lectures were received demonstrated the invaluable work done by the Summer School movement. The social side of the school was most successful, and in addition to benefiting by the lectures students enjoyed a very happy week at Oxford. The lectures this year were devoted to a survey of the influence of local government on the life of the community and were divided into three groups.

Dr. Jennings surveyed the growth of local government and pointed out that local government, which was older than the Norman Conquest, depended upon social and economic conditions. He stressed the fact that the two main objects of government in the early days were the preservation of peace and the regulation of agriculture, and pointed out that since the people seldom went outside their own particular villages, government became largely local. After the Middle Ages, government meant primarily the preservation of peace, the defence of the country and the maintenance of foreign relations. The regulation of agriculture was dropped by the government, and had only in this century of marketing boards returned. The sheriff came to have too much power, and as he was in charge of the king's property he could often divert moneys into his own pockets. A new position of coroner was created. It was his duty to look after the king's property, and to keep a check on the sheriff. If someone was found dead, it was the coroner's duty to find out, not how he died, but whether he had commited a felony, and stolen property belonging to the king. The coroner had to get what recompense he could.

BALLIOL COLLEGE, OXFORD: THE DINING HALL

### A National Unit.

What finally broke the power of the sheriffs was the setting up of special officers in each county, who were in charge of the preservation of peace and in control of the constables appointed for each village. As the population and the means of communication increased, and problems became more national, the functions of the village authorities were taken over by the State, which ultimately meant local government. The means of communication had so greatly increased in the last century that we had become a national unit for the first time. That had resulted, on the government side, in a tendency towards national control and centralisation. The more we became centralised, the more difficult became the problems of administration. The real issue was to find a mean between centralisation and decentralisation.

In his second lecture, Dr. Jennings outlined the general characteristics of the Municipal Revolution of 1834 and 1835. He instanced the case of the village constable who, he said, in the old days was often the village idiot. The task was unpaid, and the constable was elected annually by the justices, who did not like to thrust the unpleasant and difficult duty on the better people of the parish. There were three causes of the age of reform which came in the first part of the nineteenth century. The first was the industrial revolution, then the change of ideas, and thirdly the spread of religious philanthropy.

The problem of unemployment a century ago was dealt with by Dr. Jennings. Poor Law relief was administered by an independent body, the Poor Law commissioners, and Disraeli, as a young man, was one of those who were responsible for keeping the matter in the public eye. It was realised that it was not entirely a problem of unemployment, but primarily of public health, for when many of the workers or their families became ill they sought relief. The health conditions in the towns were disgusting, and by subsequent Acts of Parliament public health services were set up all over the country to counteract the common epidemics of the period. The first Public Health Act was passed in 1848, largely because of the fear of the cholera epidemic which was raging at the time. It was very tentative, and in 1854 the government was defeated when it tried to pass further reforms. In 1866, when the Sanitary Act was passed, it became the duty for the first time of the authorities to suppress certain defined nuisances.

In the middle '70's every borough became a sanitary authority, but in the rural areas administration was bad. It was very difficult to get central control, and it was not until 1929 that it came about.

The lectures in Group 2 were delivered by Professor J. H. Jones, of Leeds University, who gave an admirable survey of economic conditions and principles, applying them to local government. During the course of his lectures, he outlined the position of Western Australia and Canada, which he has recently visited as a member of a commission of economic inquiry. He showed how many of the principles involved in considering those countries were particularly applicable to conditions in this country. Professor Jones urged that we should learn to think of problems as part of wider problems and that we should endeavour to secure a general view of the whole. He pointed out that formerly people rejoiced in economic independence, that any form of assistance was conceived as charity. He distinguished between price and tax or rate. He dealt with the incidence of rates in progressing, stationary and declining areas, and discussed particularly the problem of incidence in the depressed areas.

In his second lecture, Professor Jones discussed the relation of incidence to the distribution of wealth. He dealt with the problem of unemployment, the problem of depressed areas, the transfer of industry from the north to the south of England, the effects of the trade cycle, and analysed the position of various industries. In the third lecture, Professor Jones pointed out that in the nineteenth century the function of the State was to interfere as little as possible in the daily life of the people. Taxation was regarded as an evil in itself to be reduced to the lowest possible figure. If they looked at the history of the present century they would see that a considerable change had taken place in the attitude of the people towards the State, and of the State towards the community. Political philosophers no longer regarded taxation as an evil, but as an instrument of social progress.

### Local Taxation

Referring to local taxation, Professor Jones quoted statistics in which he pointed out that 54 per cent. of such taxation fell on houses in residential areas, 21 per cent. on shops, offices, hotels, etc., 11½ per cent. on manufactures, 5½ per cent. on public utilities, and 4 per cent. on railways and canals. He drew a distinction between public expenditure designed to improve social welfare generally and public expenditure incurred with a view of mitigating unemployment. He outlined the conditions attendant upon periods of cyclical depression and the efforts made to combat the influences of trade fluctuations, and in particular referred to the position in depressed areas.

The third group of lectures dealing with the social influence of local government were delivered by Mr. A. K. White, of Glasgow University. During the course of his lectures, he examined the social philosophy behind local government, which, he said, had always depended on men's ideas of the State. To-day's great conflicts were between Democracy, Fascism, and Communism. In no sense was this a question of party politics. It was not a conflict of political creeds, but a conflict between democratic organisation and types of organisation which Fascism and Communism had adopted. The real issue was between different types of organisation. To provide a social philosophy for local government we needed a principle. A social service without a principle was like a ship without a helm, and Mr. White advocated the principle of function and suggested organisation according to function.

He then proceeded to analyse the application of the functional principle to local government. He dealt with the question of the relationship between the central government and local authorities, and urged that local authorities should have wider vision and other methods of initiating schemes for social welfare than through mere legislation. He carefully applied the principles to industry, and suggested that the greatest objection to private enterprise was its failure to be regarded as a public service.

### Growth of Tel-Aviv

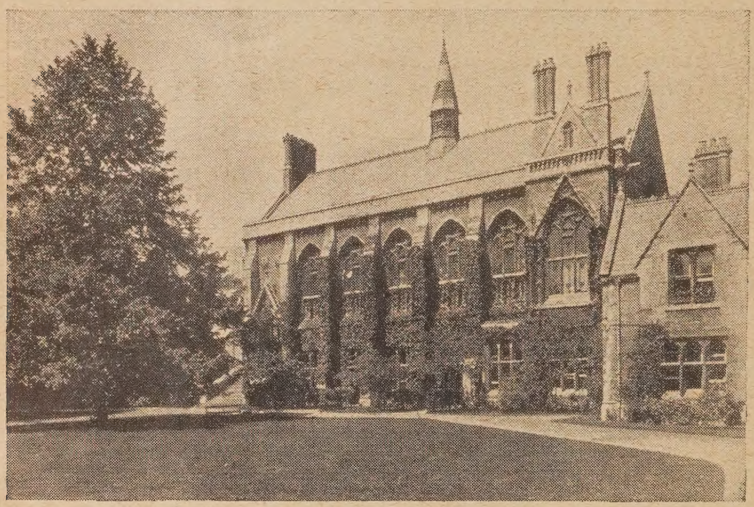
On Wednesday afternoon, July 24, Mr. J. Nedivi, the Town Clerk of Tel-Aviv, Palestine,

(*Continued on page 252*)

# SUMMER SCHOOL DISCUSSIONS

(*Continued from page 251*)

gave an informal talk to the students on the growth and development of the town and outlined the methods of administration and the particular difficulties in connection with educational problems in a cosmopolitan community. Mr. Nedivi said that the administration had just grown up, the town having developed from a sandy waste. He spoke of the difficulties of administration connected with a rapidly growing town dealing particularly with questions of sewerage, education, rates, purchase of land, etc. The students were particularly interested in this



BALLIOL COLLEGE HALL (Founded in 1263)

informal meeting and they took the opportunity of asking numerous questions relating to public administration in Palestine. His talk was received with very great enthusiasm.

On Thursday, July 25, the prize essay debate in connection with the Sir Arthur Robinson prize essay competition was held. Mr. T. S. Simey took the chair and introduced Dr. I. G. Gibbon, Assistant Principal Secretary to the Ministry of Health, who attended the school in place of Sir Arthur Robinson, who had hoped to be present.

Mr. E. M. Hutchinson, of the Surrey County Officers' Association, who was awarded the prize in Class I of the competition, presented his essay. The subject of the essay was : " Do you consider it possible to lay down in the sphere of the social services lines of demarcation between what is appropriate to (*a*) local authorities and (*b*) voluntary bodies? If so, what lines do you suggest? " The prize in Class II was divided equally between Miss G. Gauge, of the Sheffield Municipal Officers' Guild, who wrote on the same subject as Mr. Hutchinson, and Mr. L. N. Brook, of the Bristol Branch, who wrote on the subject : " It is said that industry is gravitating to London. Is this true, and, if so, can you explain it? Do you think that the Government should check or control any such movement, and, if so, how do you suggest that it should be done? " Mr. L. N. Brook attended and presented his essay. Miss Gauge was unable to attend owing to official duties.

On Sunday, the students were conducted round the Oxford Colleges by Mr. C. T. Coghlan, School Attendance Officer, Oxford, and a river party up the Cherwell was arranged for Sunday afternoon. On Friday afternoon the students enjoyed a most interesting visit round the Morris Works at Cowley, tea being provided by Messrs. Morris, Ltd., after an inspection of the works. On Friday evening a social was held in the Junior Common Room. The students organised an unofficial close of the school, which caused considerable amusement. Community songs, recitations, and stories enlivened the evening, and the students were privileged to enjoy a social evening characteristic of University life. A book token with greetings and good wishes from the students of the Summer School was presented to Mr. H. Slater, the Education Secretary, who organised the Summer School, as a mark of their esteem and friendship.

# PLURAL EARNINGS in the BELGIAN PUBLIC SERIES

A recent Belgian Royal Order regulates the holding of more than one post by persons employed in the public services.

Except in specified cases, the holding of two or more posts in Government departments or public establishments dependent on the State is prohibited. Further, no person holding such a post may engage in any other gainful occupation; and the holding of such a post during the exercise of a gainful occupation by the public servant's wife or husband may also be prohibited either in individual cases or in general.

Except in specified cases, individual exemption may be accorded, on application in writing by the persons concerned, in the following circumstances :—

(1) If the applicant holds a subordinate post, or a post with part-time duties only, or has family responsibilities which he cannot normally meet by relying on his salary alone;

(2) In the case of an employment or occupation not obliging the applicant to do regular or periodical work;

(3) In the case of a subsidiary occupation connected with teaching or requiring special skill or knowledge; but no such exemption will be given unless such subsidiary occupation can be carried on without prejudice to the service or the public.

Exemption permits will be granted and withdrawn in accordance with decisions of the Cabinet Council. They must be obtained in advance and will in every instance be subject to cancellation at any time.

In case of contravention of the provisions of the Order, the official or public employee concerned may be suspended from his duties or, in case of a second offence, dismissed. He will be given the opportunity to defend himself before action is taken. Penalties will be inflicted in accordance with decisions of the Cabinet Council.

# SCOTTISH LOCAL GOVERNMENT

## One Hundred Years' Survey

SIR ANDREW GRIERSON, formerly town clerk of Edinburgh, discussed at the summer conference of the Institute of Public Administration " One Hundred Years of Scottish Local Government." He said that prior to 1833 the administration by the town council was of a most rudimentary description. Hardly any of the services which are now regarded as elementary necessities of town life were provided. Each citizen had to provide these services or its equivalent for himself. Gradually it came to be recognised that a corporate body can do many things better and cheaper for the community than individuals can possibly do for themselves.

If the Municipal Reform Act of 1833, which made the Town Council a representative body, had been passed about half a century or more earlier, there would have been no need to create separate bodies of Police Commissioners. So far as local government was concerned, the past century might be described as the era of *ad hoc* administration, with a trend in favour of amalgamation of duties in a single body for a particular area.

The Local Government (Scotland) Act, 1929, was probably the most outstanding Act affecting local government passed during the century. It might be said to have opened a new epoch in local administration. Practically all the previously existing *ad hoc* bodies—parish councils, district boards of control, and education authorities—were abolished, and their powers and functions transferred to the Town Council, which then became the sole local government body in the city possessing rating powers.

### Central Supervision

The Act of 1929 applied the same process of integration to County Councils—at least in principle. The concentration in this case could not be so complete as in the case of the cities, because of the position of the burghs in the counties.

Down to 1845 Scottish local government administration seems to have been carried on practically without any central supervision. In that year the Poor Law Act established a control board in Edinburgh for the supervision of the administration of the Poor Law.

Discussing the advantages and disadvantages of the *ad hoc* form of administration as compared with the administration of all the services by one body (*ad omnia* administration), Sir Andrew observed that, looked at broadly, *ad omnia* administration of local government had many advantages. It must, however, be admitted that merely to concentrate a great variety of different duties in the hands of one body would not of itself produce good administration. In certain circumstances it might lead to the opposite result, and have the effect of breaking down the administrative machine by the burden of its own weight. Administration could only be saved from such a fate by good organisation including the effective use on right lines of system of delegation.

It might be said that the advantages of good organisation to the full extent could only be gained through a system of *ad omnia* administration. If the various departments of local government were to be co-ordinated properly as they ought to be, it was impossible to allow any particular department to have anything of the nature of a free hand. Some form of central control—particularly financial control—by or on behalf of the main local government body was essential. Such a form of administrative control was bound to result in the long run in economy. Further, it had been found by experience that it was very difficult to get the electors to take an interest in more than one local government body.

### Against Centralisation

Probably the chief argument which was used against the concentration of duties in the hands of one local authority was that it resulted in local

ministration becoming a very complex affair. here was no doubt that the sum total of duties d responsibilities resting on local authorities d arising directly or indirectly from legislation as very considerable, and some of these duties re of great magnitude. Such was the output legislation affecting local authorities that it is difficult for the ordinary man to keep pace th it.

In view of the specialised nature of the new ties which had been placed upon local thorities, criticism was being made of the ministration of local authorities on the ound that, being lay bodies, they were unfitted carry out duties which were more or less of expert nature, as, for example, duties in lation to health functions. Various replies ight be made to criticism of this kind. So far public health was concerned, it might be fficient to point to the record of the large blic health authorities, and to the value of the ork which they had successfully carried out in e past. It might also be pointed out that if is criticism was sound, it should apply to all emocratic bodies, including Parliament itself. But what was the real position? Was it not at, so far as the duties of local authorities were an expert nature, the proper function of the cal authority was to appoint experts with the ecessary training and qualifications to carry it these expert duties? But a further criticism ad been made of public health authorities, asmuch as it was suggested that they could not e trusted to appoint the right kind of experts. he implication underlying a criticism of this nd was that administration which included xpert duties should only be undertaken by xperts: a doctrine which might suit some eople, but did not seem to be compatible with emocratic local government.

Other questions had been raised arising out of ie administration of specialised or expert uties. It was, no doubt, on this account that the ractice had crept in of co-opting to the local uthority or to a committee of the local authority f persons having a special training or experience n a particular subject of administration. This xperiment had been tried in Scotland in con-ection with the local administration of educa-on, but it could not be said that it was an nqualified success. It was calculated to give se to jealousy and friction.

**eopardising Democratic Government**

If resorted to in any considerable degree it ight jeopardise the whole system of demo-ratic local government. If a person could be ppointed to a local government administrative ody without going through the turmoil, xpense, and sometimes unpleasantness of an ection, that was the method of appointment hich was likely to gain favour amongst people f the type desired. The result would be to ring about an undesirable restriction in the noice of candidates for election.

Existing local government units, widely dif-erent as these were in area, population, and aluation, had no relation to the needs of modern mes. Their boundaries were fixed in the dim nd distant past with no relation to administra-ve needs, but interests and associations had rown up around them which would make it ery difficult to put them into the melting pot ith a view to carving them out again into units etter suited to administrative requirements. here were many existing units whose resources ere so slender that they could not be expected o tackle adequately modern problems, especi-lly those relating to public health.

If it was found impracticable to re-arrange ocal government units, there might be some orm of combination between adjoining local uthorities which would permit of a whole region eing supplied with the larger local government ervices or some of them—unless, indeed, new egional bodies independent of local authorities ere set up as had been suggested recently in he case of the health services. In theory a ombination of local authorities seemed a satis-actory enough arrangement, but it had not orked well in practice in Scotland, particularly here it had involved the setting up of a joint ommittee.

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# READERS' NOTES

By JONAS PRAPS

### The High Road

THERE have been many accounts of vagabondage in foreign parts, some believable, others to be taken *cum grano salis*, but of the real thing in our own country there are few better examples than the "puppet" tours of Walter Wilkinson. In "Puppets into Scotland" (Bles, 5s.) he tells of his tramp with his wife and his Punch and Judy show through the Scott country and southern Scotland generally. Camping, tramping, and entertaining, he meets with many delightful characters and some mild adventures. One might take on holiday very many less entertaining books: the writer certainly got to know people more intimately than the average tourist is able to.

Messrs. Geo. Allen & Unwin have done a service to more than those interested in the history of architecture in producing John Summerson's "John Nash, Architect to King George IV" (10s. 6d.). The book is beautifully printed and produced, including illustrations of many of his famous buildings. It is, moreover, a well-written account of his experiences and makes the reader realise how great a part he played in the development of architecture in general and the Metropolis in particular.

### Balkan Adventures

"Slouch Hat," by Malcolm Barr (Allen & Unwin, 15s.), is a breezy volume of recollections. It would be difficult to find anyone who has had quite the experiences that Dr. Barr had in his wanderings in the Balkans. He has made a study of the peoples, languages, and habits of the various races and incidentally made many friends amongst them. During the war he took part in the campaign in Macedonia and had charge of a unit made up of very varying material; but there is no serious war history. During a revolt one of his uniformed police dealt with a rebel in a curious way:

> ". . . a tall, good-looking lad, hit a rioter upon that part of his person designed by nature for the purpose, which caused him to bend back sharply, when Dusan poked him in the stomach, making him double up forwards, and so, by poking and hitting fore and aft alternately, he ran him the whole length of the camp to the cage, his prisoner opening and shutting like a footrule."

Thieving Government property was a common offence, and once on a search the priest who had rendered great help in discovering the thieves insisted upon his own house being searched. It was only when his wife climbed a ladder to the loft that a pair of British Government riding-breeches was disclosed upon her person. After the war he visits the country as an individual traveller, meeting many of his old war company. There are many good stories told in the book which is exceptionally good writing.

H. H. Bashford's "Lodgings for Twelve" (Constable, 7s. 6d.) is an aggravating book. It has in it some of the finest characters in recent fiction, but just as you get to know them thoroughly you are switched off to another incident in the recounter's experiences and to a fresh character; nevertheless, it is well worth reading. The characters are supposed to be those the narrator met at his lodgings during his medical student days and in his early practising engagements. The sketch of the student Granger "in an old Trinity blazer, a soft shirt, open at the neck, footer shorts, stockings, and shoes . . . he might have been the son of a Viking" is admirable. His relatives are equally vividly drawn without wasting words.

### The Empress Catherine

From a selection of the many biographies recently published the translation of Gina Kaus's "Catherine the Great" (Cassell, 15s.) stands out prominently. It is a fine picture of one of the outstanding characters in Russian history and of the political atmosphere in Europe in the eighteenth century. The writer does not hide Catherine's self-indulgences or minimise the debaucheries associated with her reign, but the forcefulness of character which enabled her to triumph over intrigue and disloyalty—aided no doubt by the weakness and indecisiveness of the Czar—are given full credit.

Bruce Marshall takes the title of his new novel, "The Uncertain Glory" (Gollancz, 8s. 6d.), from Shakespeare:

> "O how this spring of love resembleth
> The uncertain glory of an April day."

Despite the author's disclaimer that "t city of Kirkmechars" is entirely imaginar there is much in the book to associate it with well-known Scottish city. The story is chief concerned with the doings of the family McRobbie: the father is proprietor of furniture emporium and his own and h children's love affairs occupy chief place. Th city's official and social life in high and lo quarters is described in no "uncertain terms. Mr. Marshall does not wrap things u but he has a masterly manner in charact drawing.

# EQUAL PAY for EQUAL WORK

## SOME OBJECTIONS ANSWERED

A STATEMENT issued by the Civil Service Equal Pay Committee explains the demand of civil servants for the immediate application of the principle of equal pay for equal work to the Civil Service.

On June 7, 1935, in the course of his reply to the House of Commons debate upon Equal Pay for the Civil Service, the Financial Secretary to the Treasury described the phrase "Equal pay for equal work" as extremely misleading. He then went on to say that one would be nearer the truth if one spoke of "Equal pay for equal value" and that Civil Service experience proved the value of women's work to be less than that of men's in the long run. This was due to several causes. The first was the greater sick leave amongst women, the second was the fact that for certain kinds of work women were not as efficient as men, and the third was the fact that large numbers of women retired for marriage.

The Civil Service Equal Pay Committee considers it necessary to place before members its observations upon each of the points mentioned by the Financial Secretary.

In the opinion of the Equal Pay Committee, it is unsound to dogmatise upon women civil servants as a whole, or to attempt to generalise upon the relative value of their work as compared with that of their men colleagues. Such generalisations are more easily made than proved, because they depend very largely upon the individual outlook, experience and prejudices of the person who makes them. On the other hand, when considering the case for equal pay, certain facts relating to the employment of women civil servants are very relevant and these facts are as follows.

In the first place, the employment of women in the Civil Service has always been and still is governed by the principle that "the object should be, not to provide employment for women as such, but to secure for the state the advantages of the services of women whenever those services will best promote its interests," and if the majority of civil service grades are now open to both sexes, this is because experience has shown that such arrangements are in the public interest.

### "Common" Classes

In the second place, men and women employed in "common" classes secure entry to those classes by the same test, whether it be open competitive examination or competitive interview.

In the third place, departments disregard the sex of officers in these classes when fixing the numbers of staff to be employed; where standards of output are in force they are the same for both sexes and, with certain exceptions, departments treat men and women as interchangeable for staffing purposes. It should be added that where men and women are not interchangeable, this is due either to purely historical circumstances or to government policy, and not to the proved relative inefficiency of women. The Post Office, for instance, was the first department to employ women, ar this accounts for the fact that it began and co tinued with separate men's and women cadres; but this arrangement is now being te minated in its "common" classes, while f some years women have been employed on th same work as men with the same standard output. For example, men and women clerk in the London Telephone Service and district managers' offices, men and wome counter clerks and telegraphists in London ar salaried sub-postmasters and sub-postmistresse have common standards of output and eff ciency. Again, government policy has dictate that in employment exchanges men clerks de with men and women clerks with women, b the duties and output of the men and wome clerks are the same.

Lastly, it should be noted that if men women are regarded by the Government relatively less suitable for any type of work, it the practice to confine the grade to men or women as the case may be. In other word women are not admitted to any grade unless is considered that they will be as efficient men in that grade and upon the particular duti involved.

### Sick Leave

The sick leave of men and women as affec ing the relative value of their work was specif cally considered by the Royal Commission 1929-31, but the chairman, Lord Tomli stated that the difference in men's and women sick leave was, in his view, "negligible and n of any assistance one way or the other."

It is also worth noting that either signatori to the report of the Royal Commission 1912-15 expressed the view that the lower pa of women affected their sickness rate.

It is both illogical and unfair to argue th women are less valuable as employees than me because they retire on marriage. It is t Government as employer which has made com pulsory the retirement of women civil servan on marriage, and it has often expressed the vie that in the lower grades such compulso retirement has advantages from its point view. The system guarantees a constant flo of new blood into the grades concerned an possibly keeps down the cost of the wor Further, if this argument is valid it is curio that women now receive equal pay during the early years of service instead of later on in the career when the risk of retirement for marria is less.

To sum up, there is no evidence that wom are less efficient than men as employee indeed the known facts suggest a very differe conclusion. Neither can it be argued that si leave rates or the marriage wastage offer t justification for the present differentiation pay. The Equal Pay Committee would sugg that these are points which cannot be taken a serious answer to the case for equal pay a that the Government should be pressed fo further and more adequate statement of views.

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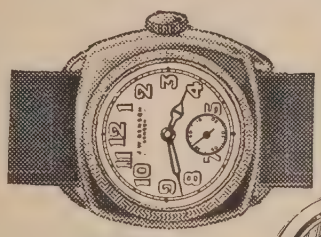

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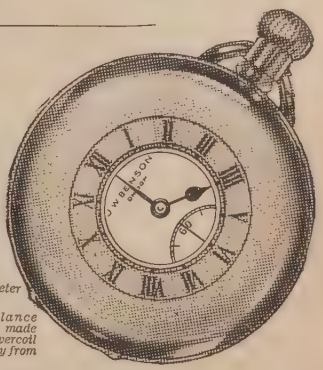

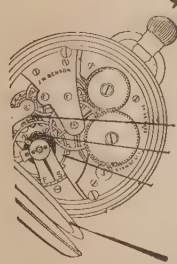

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*HEADQUARTERS:*
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ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."
Telephone: Victoria 8592 (6 lines).
Telegrams: Natassoc, Parl, London.


## HEADQUARTERS and BRANCHES

The following circulars have been remitted to branch officers from headquarters :—

July 25, 1935

*Circular No.* 50/1935.
(To each branch secretary.)
Enclosing form for notifying changes in branch membership between May 1 and July 31.

August 30, 1935

*Circular No.* 51/*Log.*/1935.
(To each local correspondent for Logomia.)
(*a*) Stating that it had been decided that widowed mothers of members of the Association be allowed to obtain N.A.L.G.O. Fire and Householders Comprehensive Insurances through N.A.L.G.O.
(*b*) Enclosing copy of a letter for distribution to members, calling attention to this new development, and also enclosing a copy of the new Fire booklet.
(*c*) Setting out form for requisitioning further copies of both letter and booklet.

August 8, 1935

*Circular No.* 52/*Life*/1935.
(To local correspondents for Logomia who are also local correspondents for the Provident Society.)
Regarding verification of Association membership of Life Policy-holders.

*Circular No.* 52*a*/*Life*/1935
(To local correspondents for Logomia who are not also local correspondents for the Provident Society.)
Regarding verification of Association membership of Life Policy-holders.

July 26, 1935

*Circular No.* 53/*Gen.*/1935
(To each branch secretary.)
Regarding donations to King George's Jubilee Trust Fund.

*Circular No.* 54/*Centenary Celebrations*
(To each branch secretary.)
(*a*) Requesting full details of centenary celebrations which have been or may be organised, and concerning sanction for expenditure involved.
(*b*) Enclosing a copy of an article, "The New Town—Local Government Since 1835," by Dr. W. A. Robson.

*Circular No.* 55/1935
(To each branch secretary.)
(*a*) Regarding collecting boxes for augmenting the income of the Benevolent and Orphan Fund.
(*b*) Regarding contributions to the Fund by members on their retirement from the service.
(*c*) Enclosing an up-to-date copy of the Rules and Constitution of the Fund.

*Circular No.* 56/1935
(To each branch secretary.)
Concerning accommodation at the Association's new Holiday Centre at Rhos-on-Sea, North Wales.

*Circular No.* 57/*Gen.*/1935.
(To each branch secretary.)
(*a*) Stating that Mr. W. P. Fox, Organising Secretary, had retired on superannuation, from the staff of the Association, and requesting that all communications for the organisation department be addressed to the General Secretary in future.
(*b*) Stating that as many as possible of headquarter's staff will be on holiday during August and requesting limitation of communications to urgent matters.

July 30, 1935

*Circular No.* 58/1935
(To each local correspondent for the Provident Society.)
(*a*) Concerning the membership campaign and competition, 1935.
(*b*) Giving membership statistics and particulars of claims on the fund for the half-year ended June 30, 1935.
(*c*) Enclosing a copy of the revised application form for membership of the Society, and setting out form for requisitioning further copies.
(*d*) Enclosing a copy of the Rules of the Society as amended at the annual general meeting, 1935.

August 8, 1935

*Circular No.* 59/*Log.*/1935
(To each local correspondent for Logomia.)
(*a*) Stating that a cheque in respect of introduction fees for Life Assurances and/or Fire and Householder's Comprehensive Insurances falling due between January 1 and June 30, 1935, will shortly be sent to the branch honorary treasurer, and enclosing a statement showing how the amount has been made up.
(*b*) Thanking local correspondents, on behalf of the Board of Management, for their assistance in connection with the work of the Life and Fire Departments.

## IMPORTANT DATE

September 29.—Renewal premiums due on N.A.L.G.O. Household Insurance Comprehensive Bonus Policies.

## COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: March, 41; April, 39; May, 39; June, 40; July, 43; August, 43. The percentage increases in each of the five groups on which the Index Figure is based are as follows :—

| | June | July | Aug. |
|---|---|---|---|
| Food .. .. | 20 | 26 | 26 |
| Rent .. .. | 58 | 58 | 58 |
| Clothing .. | 90 | 90 | 90 |
| Fuel and Light | 70 | 70 | 70 |
| Other Items .. | 70 | 70 | 70 |

## SCHOLARSHIPS, EXHIBITIONS AND PRIZES

Full details of the Exhibitions, Scholarships and Prizes offered under the Association's Scholarships Scheme were published in LOCAL GOVERNMENT SERVICE for June, 1935. Applications for awards under the Scholarships Scheme in respect of the following examinations must reach Headquarters not later than the dates given below :—

| *Date of Examination.* | *Examining Body.* | *Last date for receipt of applications.* |
|---|---|---|
| April, 1935 | Poor Law Examinations Board. Relieving Officers' Examination. | Sept. 30 |
| May, 1935 | National Association of Local Government Officers. | Sept. 2 |
| May, 1935 | Association of Rating and Valuation Officers. | Sept. 30 |
| May, 1935 | Society of Incorporated Accountants and Auditors. | Sept. 30 |
| May, 1935 | Library Association .. .. | Sept. 30 |
| May, 1935 | Institution of Municipal and County Engineers. Testamur. | Sept. 30 |
| June, 1935 | Chartered Institute of Secretaries. | Sept. 30 |
| June, 1935 | Incorporated Secretaries Association. | Sept. 30 |
| June, 1935 | Institute of Cost and Works Accountants. | Sept. 30 |
| June, 1935 | Law Society .. .. .. | Sept. 30 |

## CIVIL SERVICE BONUS

### Ministry's Circular to Local Authorities

The Ministry of Health have addressed th following Circular (No. 1491) to local author ties :—

I am directed by the Minister of Health refer to his Circular Letter (Circular 1428) the 2nd August, 1934, and to state that he ha been notified by the Lords Commissioners His Majesty's Treasury that, as from the 1 July, 1935, full consolidated rates of remunera tion will be paid to the civil servants referred in paragraph 1 of Circular 1428. These fu consolidated rates are set out in a Read Reckoner (Code No. 63—9999) prepared by th Treasury, which may be purchased through an bookseller or directly from His Majesty Stationery Office (post free, 3½d.).

In view of this decision, local authorities wh have consolidated the salaries of their officers o terms similar to those which were referred in Circular 1428, may desire to restore th remaining half of the emergency reductions.

The Minister should be informed if it proposed to alter the consolidated salary (or consolidate the salary where payment by salar plus bonus has continued during the past yea of any officers whose remuneration is subje to his sanction. In cases where it may be desire by the local authority to continue payment b the system of basic salary together with bonu the Minister sanctions as the bonus which ma be paid as from the 1st July, 1935, by loc authorities to those of their officers whos remuneration is subject to his sanction, suc amount as the local authority may determin but so that the total remuneration received b each officer shall not exceed the amount whic in relation to his present approved basic salar would be equivalent to the full consolidated ra mentioned above.

The letter is signed by Mr. A. B. Maclachla Assistant Secretary of the Ministry.

## MANCHESTER GUARDIAN'S SUBSCRIPTION CONCESSION TO OFFICERS

*The Manchester Guardian* is available Local Government Officers by special sub scription at 1½d. a copy. To obtain this con cession application must be made on the offici order form, copies of which may be obtaine from the Publisher. The order form, du completed and signed by the subscribe should be sent to the Publisher, together wi 7s. 6d. for the first twelve weeks' subscriptio The paper will be ordered by the Publishe from the newsagent who will be paid the fu price of 2d. a copy. The reader will receive invoice for further payments as they fall du Payment may be made by Bank Order quarterl and where this is done the period covered b each payment will be extended from twelve thirteen weeks. The Bank Order form provide for the purpose should be used. The publish should be advised of any change of address the reader or any change of newsagent as soo as possible. Delivery of the paper will b continued until instructions to the contrary a received from the subscriber. Any commun cation regarding this subscription shou mention the newsagent supplying the paper.

## N.A.L.G.O. HOLIDAY GUIDE RECOMMENDED ADDRESSES

**Will all members who have spent their holiday at resort at home or abroad in an establishment whi they can recommend as worthy of inclusion in the ne edition of the N.A.L.G.O. Official Holiday Guid please send the name of the proprietor and address the establishment to headquarters as soon as possibl**

## N.A.L.G.O. COLOURS

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*Authoritative local news on matters having more than a purely local interest is welcomed.*

*Legal and other inquiries relating to Local Government will be answered promptly.*

*All communications should be addressed to* THE EDITOR.

# "A LIVING AND MOVING ORGANISM"

SIR KINGSLEY WOOD has brought to his new office as Minister of Health a ripe experience of the work of the department and a sound knowledge of the problems which confront the Ministry. It was he, it may be recalled, who promoted in 1918 the National Memorial to the then Prime Minister, urging the immediate establishment of a Ministry of Health, involving as it has done functional and administrative changes which have unquestionably been for the better. On various occasions since he assumed office, he has stressed his keen sense of the value of local government to the nation, as becomes one who himself graduated in the school of county administration. The presentation of the estimates in the House of Commons affords, of course, an opportunity for a survey of the work of the Ministry during the preceding year, but appropriately enough Sir Kingsley seized the occasion shortly before the recess for a review of the far-reaching developments which have taken place during the twenty-five years of the reign of H.M. the King, at the same time linking those achievements to that equally significant event, namely the celebration of the centenary of the passing of the Municipal Corporations Act, 1835.

### The Social Services

It is a truly wonderful story which the Minister's survey reveals. Just how much has been achieved by local government in the interests of social welfare and public health, it is difficult to estimate with precision. One thinks of the great measures of amelioration and reform, of the awakening of the national conscience on the subject of social services, of that widening of the sense of human compassion and the co-operative spirit. During the last quarter of a century, life has become longer and better for the individual. No country, the Minister claims, has made such provision as ours to protect millions of its population against the disabilities and dangers of life. Let us cite just one salient illustration of the progress that has been achieved. In 1910 the death rate at all ages was 13.5 per 1,000 persons, 95,000 infants dying under one year of age. Last year the death rate had fallen to 11.8, and the deaths of infants under one year had been reduced to 35,000, which yielded the lowest infantile mortality rate on record.

### The Minister's Tribute

There have been setbacks, disappointments, failures; but the total sum of achievement stands high. No one would contend, of course, that this wonderful advance which the last two generations have witnessed has been solely due to the work of local government. We are too near the canvas to appreciate the picture. But when the social history of these times comes to be written, in circumstances which afford a proper perspective, we venture to claim that a very substantial share of the credit for this remarkable progress will be accorded to local authorities and their officers. In local government, as Sir Kingsley himself says, we have a living and moving organism. True, it has defects. It sometimes acts slowly. "But," the Minister declares, "it is a great and valuable part of our democratic system. Many parts of the world to-day have their national dictators who, in their turn, appoint as their instruments local petty dictators with whole districts without a voice, or a right, or a vote concerning their local affairs, and, in my judgment, in many respects those men are the worst tyrants of all. Instead, in this country during the last twenty-five years, we have seen the duties and responsibilities of our authorities greatly extended. This House often places upon them difficult and sometimes unpleasant tasks, and the men and women who administer them—and the highly qualified officers who man them—do not get much of the limelight. Honours for them are few; their work is voluntary and in many cases very heavy."

The House showed by its cheers that it fully shared the Minister's sentiment and appreciation of the many services of local government to their localities, and through those localities, to the State.

## SIR ARTHUR ROBINSON

WHEN the Ministry of Health Act was passed in 1919, it was made clear that the establishment for the first time of a single department of Government responsible for the supervision of the public health was to be only a preliminary to a comprehensive examination and, where necessary, overhaul of the system of local government charged with the direct provision of health services. Much that was then anticipated has been brought into effect, and it was unquestionably a distinct advantage to the nation that during this preliminary period of reform and progress the Ministry has had as its Permanent Secretary such a capable administrator as Sir Arthur Robinson, who has now left the Ministry, after holding the Permanent Secretaryship since 1920, to become chairman of the Supply Board. Those fifteen years when he had been at the helm have been years of stress and strain. Apart from the reforms which had to be initiated, they have produced for the Ministry of Health problems as difficult as any that have confronted any other first-class department of State.

### Central and Local Partnership

Sir Arthur has been largely responsible for stimulating that spirit of essential partnership between the central government and local authorities, an indispensable factor for the efficiency of administration. His task during the immediate post-war depression and also during the crisis of 1931 and after was one of the most difficult that has ever faced our Whitehall administrators. How that task was discharged and at the same time desirable administrative reforms have been accomplished, events have clearly revealed. His retirement from the Ministry has been received with keen regret by local authorities and officers who have always found him sympathetic to their representations.

To Sir George Chrystal, his successor at the Ministry, we extend warmest wishes for a happy and successful tenure of office. Sir George brings to his new duties a ripe experience of administration acquired at the Ministry of Pensions, the Ministry of Reconstruction, the Ministry of National Service, and elsewhere. The Ministry of Health presents rather different problems and perhaps wider scope, and we believe that under Sir George the department is destined for a further period of notable development on the lines which have been so well laid during the past fifteen years.

## MR. FOX'S RETIREMENT

THIS month we have to record with great regret the retirement of Mr. W. Percy Fox from the post of Organising Secretary of the Association, owing to continued ill-health. Last year Mr. Fox suffered a serious breakdown in health, but it was characteristic of him that he sought to carry on the work which he had so much at heart. His health, however, did not improve, and a long rest was prescribed, but this has failed to restore him to his former strength and

(*Continued on page 258, column 3*)

# FUTURE RELATIONS BETWEEN COUNTY AND MINOR AUTHORITIES

IN order to encourage attendance at the N.A.L.G.O. Summer School at Oxford, the South Eastern District Committee organised an essay competition for members in the District's area. Mr. C. Kent Wright, B.A., was the adjudicator and has awarded the first place to Mr. L. J. Ellis of the West Sussex Branch for a 2,000 words essay on "The future relations between County and Minor Authorities."

In the light of the views expressed by the Ministry of Health in connection with the re-arrangement of county areas, writes Mr. Ellis, the following principles would appear to be worthy of attention when considering the future relations between county and minor authorities: (*a*) Local government areas should be so arranged as to enable the respective authorities to provide the necessary services efficiently and economically; (*b*) efforts should be made to widen the area of charge so that the financial strength of large authorities will permit the most essential schemes to be carried out without imposing too great a burden on the ratepayers; (*c*) the desirability of the appointment of technical and other officers by the county councils for the assistance of minor authorities; (*d*) efforts should be made wherever possible to secure increased interest in local affairs. In this connection attention is directed to the necessity of obtaining equality of representation on local authorities as districts change.

Whilst the future relations between county and minor authorities must, with certain exceptions, depend on the services at present administered by each authority, the writer suggests that in the majority of cases greater co-operation between these classes may be obtained advantageously in the following ways:

### Assisting the Health Services

(1) HEALTH SERVICES.—The provision of an efficient ambulance service at a reasonable cost is desirable. County councils are recommended to assist the minor authorities in this connection. By co-operation and combination fewer and better hospitals should be established throughout each county in the most suitable positions. It is suggested that the majority of county councils could with advantage exercise to a greater extent the powers conferred by Section 57 of the Local Government Act, 1929, enabling them to contribute towards expenditure incurred by county districts in connection with water supply and sewerage schemes.

(2) FIRE PROTECTION.—In many cases it is not practicable for each authority to maintain a fire brigade. Although no power at present exists, it seems that if the necessary powers were obtained, the principle enacted in Section 57 of the Local Government Act, 1929, whereby county councils are empowered to contribute towards the cost of essential health services in county districts, could be adopted with advantage to the provision of fire-fighting apparatus throughout the county.

(3) POLICE.—Great scope appears to exist for the county councils and the minor authorities to co-operate in an effort to secure an amalgamation of the various police forces within each county, at least. The benefits which may be expected to accrue from the substitution of one Standing Joint Committee for each county in place of the many committees now existing, would, it is thought, enable a higher conception and regard for service amongst both officials and officers to be attained.

### Local Legislation

(4) ADDITIONAL LOCAL POWERS.—It is suggested that the present practice of the Middlesex and London County Councils, whereby the Bills promoted by those authorities include clauses designed to enable additional powers to be obtained by the minor authorities within the area of the respective counties by the simple process of adoption, is worthy of more general application, and, if pursued by all county councils, large sums now paid by way of parliamentary charges could probably be avoided and precious time saved in many directions.

(5) EDUCATION SERVICE.—It seems that, in addition to securing the provision of more modern schools in place of the many which are now unsuitable and badly situated, and enabling reciprocal medical and educational services for border cases, etc., to be established, increased combined efforts between county councils and minor authorities in the future would enable the education service, both high and elementary, to be developed with advantage on the very broad outlines contained in the Education Act, 1921.

(6) WATER SUPPLIES.—It is not advocated that the powers now in the hands of the minor authorities as water undertakers should be transferred to each county council. It is, however, suggested that considerable advantages would accrue if co-ordination of supplies was carried out by each county council in consultation with the various water undertakers within its area.

(7) TOWN PLANNING.—Joint committees should be formed to enable all classes of authorities to work together in securing the adoption of adequate planning schemes, and contribute considerably to the pursuance of a continuous policy over as wide an area as practicable.

(8) HOUSING.—Great improvements could, it is contended, be made by the inclusion of powers in the Housing Bill now before Parliament to enable county councils to co-ordinate and assist the activities of the housing authorities within its area.

(9) BORROWING POWERS.—Where difficulties arise it is suggested that co-operation between the county council and the minor authorities in its area would, with an extension of the power contained in the Local Government Act 1933, which enables county councils to raise moneys required for borrowing purposes of parish councils within its boundaries, result in such minor authorities securing many benefits and effecting considerable economies. It is probable, however, he adds, that if the county councils were empowered to raise all loan moneys required by the minor authorities, that interest in civic affairs which such local investment does undoubtedly encourage at present might unfortunately be diminished.

### Establishment of Joint Committees

Remarking on the establishment of joint committees, the writer points out the constitution of such bodies not only enables authorities with a common cause to combine with profit but also permits the co-option of vocational, professional, and consuming interests. He anticipates "a desirable extension of the principles of these committees, especially in respect of those services which can be provided most efficiently by action between two or more authorities."

The fact that increased working between county and minor authorities would be to the advantage of all local authorities will not, he thinks, be denied. Attention is, however, directed to the present high rates levied in many parts of the country, and the writer emphasises that with the further co-operation now suggested it will become more imperative than ever that the economic value of each additional service should be weighed against the extra burden which the cost will impose on the ratepayers concerned before a decision to proceed is made.

The trend of recent legislation, he concludes, draws one to the conclusion that, even if only slowly, an increase of power is being conferred on the councils of counties and county boroughs. Whilst such a tendency may be of benefit in many respects, it is difficult to visualise an increased local interest in local government

(*Continued at foot of col.* 3)

## Mr. FOX'S RETIREMENT

(*Continued from page* 257)

vigour. Every member of N.A.L.G.O we know, will earnestly hope that, nov he is free from the stress and strain of a exacting position, our former Organisin Secretary will be able to recapture muc of that good health and vitality which h enjoyed when he was accomplishing muc admirable work for the Association. I is the universal wish of our member that he will have a long and happ retirement.

Mr. Fox was appointed Organisin Secretary to the Association as fron March, 1919. He had had twenty year of municipal experience, commencing i the borough of Burslem, under the Tow Clerk, being later appointed Secretary t the Technical Instruction and Fre Libraries Committees, and, in 1903 Assistant Secretary for Higher Education On the federation of the Potteries town he was appointed Chief Clerk for Highe Education Accounts, and in 1913 h became Chief Clerk for Higher Educatio Administration. His testimonials spok highly of the manner in which he carrie out his public duties, and the esteem i which he was held in Stoke-on-Trent wa marked by a handsome presentation o cutlery, subscribed for by the teachers o the secondary, technical, art and pre liminary evening schools—an unusua mark of esteem from teachers to a official—and also by other presentations

### His Work for N.A.L.G.O

Mr. Fox had been a member of th Stoke-on-Trent branch since its fo mation, and was a thorough believer i unity and organised effort. He also acte as Hon. Secretary. Co-operation with th local Associations of Teachers was estab lished by him with success in regard t allowances to enlisted officers and wa bonuses. His work for N.A.L.G.O. a Organising Secretary during the pas sixteen years speaks for itself. Th growth of our membership, the develop ment of our various activities, the rise o the Association to the eminent position occupies to-day—it is all too familia a story which need not be recalled her In the work which has brought abo such remarkable achievements, Mr. Fo has always taken one of the lions' share His unfailing courtesy, his urbanity, h readiness at all times to help, and th self-sacrificing spirit with which h discharged an onerous task, have endeare him to local government officers throug out the country without distinction. T them Mr. Fox's retirement will mean t loss—in an official sense—of a lo colleague and a good companion.

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(*Continued from col.* 2)

with the widening of the areas of charge fo shadowed. "If such an unfortunate posit should arise in the future it is considered th the advisability to stimulate local interest adopting a political basis for local governm elections may be desirable."

## A CHUNK OF LIFE

EEN PLACES AND SEEN THINGS, by Kenneth MacKenzie. (Cape.) 7s. 6d.

This is a first-rate autobiography of the olling stone variety. A child of the Glasgow lums, Mr. MacKenzie went to sea in tramp teamers soon after the war, boxed his way across merica with a travelling outfit of bruisers, erved with the U.S.A. coastguards in rum-unning days, and was stranded "beachcomb-ng" in Peru. He gives an amusing description f a visit to Vladivostock and a Red prison. The crew of his ship were not very impressed by he propaganda leaflets which they received on anding, but cheered up considerably when they earnt, from an official biography, that Karl Marx had been a "high-stepper" after all, and ad "two-timed his old woman."

Shanghai and San Francisco are other places ncluded in Mr. MacKenzie's Odyssey, and he escribes the "tough joints" which he visits, nd the odd assortment of people whom he neets in a racy and unpretentious style. There s nothing of the braggart in Mr. MacKenzie's nake-up. His account of how he "signed up or a four-rounder at the Brooklyn Arena to ight some guy called O'Brien for fifty dollars" —and lost on points—is a masterpiece of racy escriptive writing.

"Dot was waiting for me at the dressing room oor when I came out. 'Well, champ,' she said, I see the bad man from the West won, but not uite. What's wrong with your eye? Did you orget to duck?' 'No wisecracks out of you,' I aid. I wasn't in a very good humour."

Or take this description of the food on a ship, anned by a Greek crew, in which he started rom New York to 'Frisco. (He deserts the ship t Panama, and I, for one, don't blame him!)

"The smell of the grub was enough to icken a guy; it smelt like a combination of imburger cheese and sweaty socks. I went up o the mate who was on watch. I told him I ouldn't eat that phoney grub those Greek apes ere eating.

"'Who the hell do you think you are on this hip anyway—some first-class passenger on a ealth voyage?' was his reply."

Mr. George Blake contributes an introduction o "Been Places and Seen Things," and in it he nakes this brief but excellent summary of Mr. MacKenzie's book:

"Here is an authentic chunk of life, as ntuitively real as it is fantastic. Sailor, pugilist, obo, gunman, U.S. coastguard, private in the U.S. army, beachcomber, actor for the films—his product of a Glasgow slum has been all these hings and more, passing with an enviable uncon-ern from Callao to Vladivostock, from Texas to Chicago in the brave days of Caponi and O'Banion, from Hollywood to Alaska, where his eart still is." C.K.W.

# OFFICIAL AND PERSONAL

MR. T. WATTS, deputy clerk to the Beddington and Wallington Urban District Council, and honorary secretary of the local branch of the Association, gained honours in the recent LL.B. examination of the University of London.

MR. G. S. LAING, Town Clerk of Inverness, whose death was announced in last month's issue.

On July 26, in the Council Chamber at the Shire Hall, Durham, a presentation of a Murphy Console radio set was made, on behalf of the staff of the Durham County Education Committee, to Mr. W. Cruddas Porteus, to commemorate his retirement after 31 years' service under the Durham County Education Committee. The presentation was made by the Director of Education, Mr. T. B. Tilley, M.A., M.Litt. Mr. Porteus, in reply, referred to the pleasure he had had working in the cause of education under such a committee as the Durham County Education Committee.

Mr. Porteus has been a keen member of the Durham County Branch of N.A.L.G.O. since its formation in 1912. He has served as a member of the Executive Committee, Auditor, Treasurer, Chairman of the Executive Committee and Vice-President.

* * *

After 31 years' service as rate collector to the Llantarnam Urban District Council, Mr. E. A. Pryer has retired. Mr. Pryer's retirement synchronised with the amalgamation of the Llantarnam and Llanfrechfa Urban District Councils under the Monmouthshire Review Order. At a recent meeting of his Council, congratulatory speeches were made in appreciation of Mr. Pryer's services. An efficient officer, Mr. Pryer's kindly personality made him highly popular with members of the Council, the ratepayers, and his colleagues. He has given sterling service to the Gwent Branch, of which last year he was president.

* * *

Mr. David R. Bishop, A.S.A.A., has been appointed City Chamberlain of Aberdeen, to succeed Mr. Duthie. Mr. Bishop, who is a qualified accountant and member of the Society of Incorporated Accountants and Auditors, is forty-two years of age, and has been in the service of the Corporation for 27 years. In February, 1931, he was appointed Assistant City Chamberlain.

Mr. Bishop is vice-president of the local branch of N.A.L.G.O., and has been Hon. Auditor to the Scottish District Committee for several years.

* * *

**Tottenham Officers' Success**

Mr. A. E. Lambert and Mr. J. Shillito, of the Treasurer's Dept., Tottenham Borough Council, were successful in passing the recent examination for the intermediate certificate of the Rating and Valuation Officers' Association. Mr. T. S. White and Mr. W. P. Kent, Town Clerk's and Public Health departments, respectively, of the Tottenham Borough Council, were successful in passing the N.A.L.G.O. qualifying examination.

* * *

We regret to record the death, as the result of a bathing accident, of Miss Isabella T. Waddell, Education Offices, Duns, Berwickshire. Miss Waddell was on holiday at Seahouses, Northumberland, when the distressing fatality occurred.

* * *

The twenty-fifth anniversary of the wedding of the Master and Matron of the Ross-on-Wye Institution, Mr. and Mrs. R. W. Page Roff, was celebrated recently. On behalf of the chairman of the committee, the clerk, officers and friends, they were presented with two easy chairs and a cabinet, suitably inscribed. The female patients presented to Mrs. Roff a bouquet of carnations and to Mr. Roff a cigarette holder.

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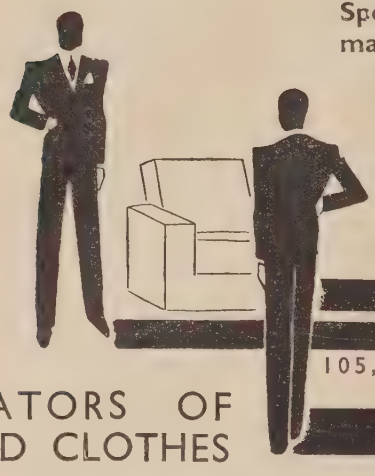

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# CLASS II OF THE ESSAY COMPETITION

## SHEFFIELD MEMBER'S PRIZE-WINNING CONTRIBUTION

*The QUESTION set to competitors in Class II of the N.A.L.G.O. Essay Competition was the same as in Class I, namely : " Do you sider it possible to lay down in the sphere of social services, lines of demarcation between t is appropriate to (a) local authorities and voluntary bodies? If so, what lines do you gest? " Two essays were bracketed equal— se of Miss G. Gauge, Almoner, City General spital, Sheffield (Sheffield Municipal Officers ld); and Mr. L. N. Brook, Bristol Branch. ss Gauge's essay is given below, and Mr. Brook's y on an alternative subject, will be published next month's issue.*

COMPARATIVE poverty, that is poverty existing side by side with wealth, means lack of economic power to command those ngs which make for a civilised life; where the ning power of the family is not enough to ob- these essentials, the state or charity has to o in, and this intervention in all its aspects we the social services. At present part of these vices is carried on by local or central govern- nt authorities, and part by voluntary bodies. ve wish to show whether any line of demarca- n can be made between what is appropriate ach we must not ignore the present relation ween the two, nor the development of that tion. A consideration of the present rela- n will show both the ideal relation and the ial trend.

The part which voluntary work has played dealing with various aspects of poverty been diminishing since the sixteenth century. is does not mean that there are fewer ritable persons to-day but rather that our eral standard of life has been raised so con- erably that the state has taken over many ctions once left unfulfilled even by volun- y services. So good roads, drainage, hospi- , education, are now considered basically ential to the civilised life. This is an his- cal commonplace, but must be fully realised ve are to have a picture of the encroachment he state on the social services.

### vate Charity and the State

The Elizabethan Poor Law was set up, for tance, because private charity could no longer l adequately with the relief of poverty, and sequently vagrancy was threatening public ety. Besides trying to make public provision of a public fund for poor relief, this Poor w defined the relation of private charity and olic relief; charity was to supplement but to overlap the public work. In fact, however, vate charity at the time continued to con- n itself with much that was very closely ed to the state relief, the favourite objects charity being the provision of orphanages l similar institutions.

The general trend here of private charity pping in first then being superseded by the e because of its inadequacy, and yet attempt- to go on in competition with the statutory horities, is characteristic of the development many directions. From this time, however, e intervention was growing side by side with ter organisation of philanthropic effort.

The culminating official announcement of ir relation came in the majority report of the or Law Commission of 1909. In this as in er times the attitude towards the Poor Law aks not only for the Poor Law but for other nches of social service. The first principle ressed in this report was that the public ministration established for the assistance he poor should work in co-operation with local and private charities of the district.

Secondly, the report recommended that untary agencies should be used as far as sible for the personal care of individual es. The most remarkable principle was the gestion that public relief should be less asant than that given by any voluntary iety, lest the contributions to voluntary societies should cease. This presentation of the " less eligibility " principle is typical of a certain attitude of mind, the attitude which regards relief from a voluntary agency as being twice blessed, being less degrading to the recipient and conferring spiritual benefit on the giver.

Many people, realising the falsity of this attitude, had been forced over to the other extreme so as to distrust organised philanthropy altogether, but the minority report of the same Commission defines, as I think, the right place of philanthropy in the relief of poverty.

This sees in the voluntary workers an opportunity for giving the friendly touch to the rather frigid ministry of public assistance, and would encourage voluntary visitation. The report, however, insists that no money from voluntary sources shall be in the hands of these visitors. Private funds are to be reserved for setting up special institutions which are too expensive or too experimental for using public money.

As Mr. and Mrs. Sidney Webb have expressed it in their comments upon the report, the voluntary workers are to act as " the eyes and ears of the municipal authority." However well supported, voluntary work can never attain the scope of a governmental authority, and is therefore in great danger of alleviating isolated cases without probing and attempting to remove the root cause. Kerknan Gray in his " Philanthropy and the State " crystallises this in the avowed thesis of the book, that " private philanthropy cannot provide a remedy for widespread want which results from broad and general social causes "; the provision of remedies being the responsibility of the state.

Before attempting any conclusion as to which of these views is right, or partly right, let us attempt to summarise the present types of relation which exist between public and private social services. There is no need to discuss those services which are run by government authorities alone, and which for the most part benefit all members of the community alike. Such a service as road making, for instance, is not likely to become the object of philanthropy again, as once it was provided for by the conscience money of the penitent.

There is a middle type of relationship in which the local authority is supplemented or has its work extended by that of voluntary workers or societies. An example of this is the care committees working in London and other towns in conjunction with the local education authorities. This work could be done by paid officials if necessary, but there are advantages in having it carried out by voluntary workers. For instance, the voluntary system avoids the use of compulsion more easily than interference by a state official would do, and so brings the families it works with into a willing co-operation with the education and public health services.

### The Friendly Touch

There is still undoubtedly a certain resentment against public interference with what are regarded as family affairs, and it may be possible to build up a better attitude towards public intervention by persuading rather than by compelling to reform. The voluntary worker, not bearing the stigma of bureaucracy, can give that friendly touch to public work which the minority report of 1909 advocated.

The problem of the relation between the two authorities is most acutely felt where the two are attempting to carry on the same work side by side. An obvious but vital instance of this is the hospital system and the whole question of health provision. The voluntary hospitals were first in the field, for here again the individual private conscience was ahead of the public. The principle enunciated in the 1909 commission majority report has been allowed to obscure the issue; those who contend that voluntary assistance is less pauperising than public assistance have lost sight of the practical aspects of the problem, which are sufficient I think to show that state control is necessary.

It will be granted that the chief object of a hospital is to cure disease, but modern science shows us that unless we can prevent the causes of disease curing alone is lost labour. This would surely suggest a close co-ordination between public health and medical authorities. The question of finance is the crux of the hospital situation. While a hospital has to rely for its funds on undignified means of wheedling money out of half unwilling contributors it can hardly play its part in the conquest of disease. Consequently, although the overlapping of function is perhaps worse in the hospital sphere than anywhere else, far sighted people on both sides are already working for an ever closer co-operation which cannot but result in eventual amalgamation of interests and consequent increased efficiency of each service.

### Over-lapping Danger

There are other parallels in different branches of social service, where over-lapping is an ever present danger, as in the relief given by public assistance and charitable organisations, or again, though less conflictingly, in education. The multiplication of privately run schools, often with a charitable foundation, does not make for efficiency in the education services, though it cannot be entirely condemned where it allows scope for experiment.

From these examples of the present relation of voluntary and public bodies in social services certain conclusions can be drawn as to the usefulness of private intervention and some attempt made to show what is appropriate to it. The faults inherent in a philanthropic interference with poverty are inconsistency, lack of co-ordination and restriction of scope. Inconsistency because it is dependent on the passing mood of an individual and is surely, therefore, more degrading than that given by a public authority which deals with the problem for its own sake.

Lack of co-ordination can be overcome to some extent, but scope will always be limited by the extravagance of multiplied concerns. The numerous efforts for instance, to help in the distressed areas show that though good work can be done in patches the root of the matter cannot be touched by voluntary bodies. What then is the value of voluntary work? It has first of all a very strong pioneer value. All social reforms have had to be started by volunteer work; the place of voluntary work in practical research still exists. New knowledge daily gives opportunity for experiments which though necessary are often too riskily expensive or tentative for public authorities to carry out.

So private individuals, uncramped by public restrictions, can demonstrate new methods in education, as in the co-educational schools of Mr. Bertrand Russell or Mr. Neill, or in the treatment of crime, as in Homer Lane's Little Commonwealth; or can stir up the public conscience when it sinks to the level of its least sensitive members. Again, the fear of excessive bureaucracy which yet exists, deplore it as we will, may be alleviated by the presence of voluntary workers, especially where individual contacts are the chief medium of the service.

It seems then that no line of demarcation can be laid down between individual services. It is seldom possible to say of any service that it should be carried out wholly by a voluntary body or by a public authority. But in each service there is at present scope for each, varying with the nature of the service. It has been well said that the voluntary social worker is working to make himself unnecessary and it is this harder part which the voluntary bodies have to play.

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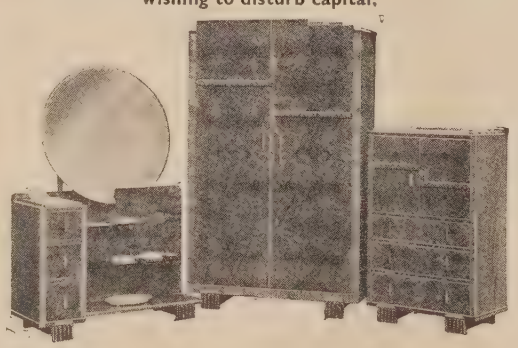

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# REVIEWS of BOOKS

## LEISURE

THE EMPLOYMENT OF LEISURE, by L. R. Missen (A. Wheaton & Co., Ltd., Paternoster Press, Exeter). 2s. net.

The author of this book, who is the director of education for the county borough of Wigan, describes it as an experiment, intended to meet a need observed by him and several of his friends in the course of their work in education.

The emphasis in school life has gradually shifted, particularly since the war, from preparation for living to preparation for life. It is now obvious that leisure is a very important factor in life, and that guiding principles may be laid down for those who share in it. This is not a critique of the problem or theory of leisure; rather does it assume that leisure is with us and that all that is required is a signpost to the various and varied destinations of the highways and byways of free time. In this it fulfils a novel and useful function, for its appeal is addressed to everybody—boys, girls, employed, unemployed, teachers, parents, clergy, social workers and others who have free or forced leisure at their own disposition or in their custody on behalf of other people.

The book is excellent value for a florin.

## TRAINING OF OFFICERS

TRAINING PUBLIC EMPLOYEES IN GREAT BRITAIN, by Professor Harvey Walker (McGraw-Hill Book Co., Ltd., London).

I have often maintained that it takes an American to write attractively about the public services in Great Britain, and in this latest monograph this opinion is borne out more strongly than ever.

It is one of the monographs published by the Commission of Inquiry on Public Service Personnel, which was appointed towards the end of 1933 by the Social Science Research Council with the approval of President Roosevelt, and the idea of making a study of training in the British public service arose out of a discussion in the sub-committee on personnel of the Committee on Policy of the American Political Science Association of 1931-32.

Professor Harvey Walker arrived in this country at a most opportune time, for the Hadow Committee was then sitting, a committee of the Institute of Public Administration was collecting data by means of questionnaire, and a joint committee of that Institute and of the universities was considering the question of university teaching in public administration.

Professor Walker, in his preface, says: "The task was a self-imposed one. At no time has the choice of the topic been regretted. The investigation of a problem of this type required the making of contacts with several hundred people rather than the reading of several hundred books. These people were keen, sympathetic, helpful and frank. It has been a pleasure to meet and to know them."

On our side of the account, we should be extremely grateful to Professor Walker for having devoted his time and thought to this subject, for in the space of 177 pages, he has drawn one of the clearest pictures of the public services in this country that has yet seen the light of day. There are no frills or trappings, no excuses or discursive arguments—it is what it sets out to be—a monograph on the training of public employees in this country and, as such, is a very valuable addition to one's library.

## U. S. ADMINISTRATION

BETTER GOVERNMENT PERSONNEL (302 East 35th Street, New York City).

There are in the United States 175,000 independent units of government, which together employ some 3,250,000 public servants to do the work of government and spend in salaries something like 4,500,000 dollars in a year. From these basic statistics, one can imagine what a huge task confronted the Commission of Inquiry on Public Service Personnel which was appointed during December, 1933, by the Social Science Research Council to examine the broad problems of public personnel within the United States, to outline a programme for future action and to present its findings and recommendations early in 1935.

The Commission conducted its investigations in three ways, by hearings in many of the larger cities of America and in London, by asking qualified persons to prepare monographs on the operation of the British, French, and German civil services, on the history of public employment in state and local services, and on other related topics and by engaging a research staff to gather and lay before it other relevant facts.

Is it too near the borderline of boasting to congratulate the commission on coming down on the side of the British system of organisation? It is, I know, our proud boast that we have the finest organisation in the public services, in spite of certain shortcomings, in the world, and we are supported in this contention by our friends in the New World. One seems to trace the hand of the "Hadow" report in several of its recommendations and is not the following quotation from the Commission's report a glowing vindication of N.A.L.G.O.'s policy at home?

> *"We therefore recommend that the day-to-day administrative work of government be definitely made a career service. By this we mean that steps shall be taken to make public employment a worth-while life work, with entrance to the service open and attractive to young men and women of capacity and character, and with opportunity of advancement through service and growth to posts of distinction and honor."*

Practically the whole of the recommendations cover the ground already well-trodden in this country—salary scales, superannuation, educational qualification, the abolition of political and other bias, opening up of the highest posts, and so on. In fact, the Commission goes further—it recommends the entire revision of governmental units. "Uneconomic and unworkable small units of local government must be modernised through consolidation of boundaries and positions, the establishment of joint services, and the use of central technical assistance particularly in maintaining personnel. In order that there may be careers in local government service, with promotion from city to city or county to county, local residence requirements should be abolished." Here you have the Local Government Act, 1929, the "Hadow" report, and N.A.L.G.O.'s policy all wrapped up together.

Well done, America! You have struck out for a bold revision, and it is to be hoped it will succeed.

## RUSSIAN HEALTH SERVICE

HEALTH PROTECTION IN THE U.S.S.R., by Semashko (Victor Gollancz, 14 Henrietta Street, W.C.). 3s. 6d.

A great number of books on Soviet Russia has come from the press during recent years, but there has been a lack of precise and definite information as to the progress of the greatest experiment ever known in the organisation of a society. Victor Gollancz, therefore, with his usual perspicacity, requested prominent Soviet officials to prepare a series of books which would describe and explain the Soviet system and method in the various branches of economic, political, social, and artistic life. The second of this series tells of health protection and is written by a man who, for twelve years, was The People's Commissar of Health.

In 1913 the medical service, inadequate and inefficient, was spread over eleven State departments, and twenty-five per cent. of the population suffered from some infectious epidemic disease. The war made these bad conditions worse and, in fact, the author claims that what system there was broke down completely under the strain, and it might be said, therefore, that the health services of the Russia of to-day are an entirely new element in the life of the people. Medical care is not left to private charitable institutions or to private enterprise. The task of the organisation of free, accessible, and skilled medical aid to the toiling population of town and country has been undertaken entirely by the central and local organs of the Soviet State.

Yet the impression gained from this book is that this organisation resembles very closely our own public health service and, although the Russians have made tremendous strides in both preventive and curative medicine and medical treatment, they have yet to reach our own standard of efficiency. But one must not minimise the magnificent results already achieved. The birth-rate has fallen since 1913 from 45.5 per 1,000 to 41.8 per 1,000 in 1929, whilst, during the same period, the mortality rate has fallen from 28.5 per 1,000 to 19.8 per 1,000, thus showing a percentage growth of natural increase in the population of from 16.9 in 1913 to 22 in 1919.

Actually, the population grows annually by over 3,000,000. The birth-rate, death-rate, and natural increase figures are the best guides as to progress, and, now that the formative period of the health services has been passed, the future of the health of the Russian population seems very rosy.

## RATES AND TAXES

PRIVILEGED DEBTS IN A SPHERE OF TAXATION, by Robert Moffat (*The Hamilton Advertiser*, Ltd., Press Buildings, Hamilton). 1s. net.

This interesting little brochure treats a matter which is of interest both from an historical and a legal point of view, and it is one which still requires a very large amount of research work before the subject can be said to have been fully explored, but Mr. Moffat, who is on the staff of the Rates Department of the Lanarkshire County Council and is a member of N.A.L.G.O., has done exceedingly well in a very small space.

In his introduction he says that "the purpose of this brief treatise is three-fold: firstly, to establish a theory of sovereignty underlying Crown debts, imperial taxes, and local rates; secondly, in this connection to reveal the meaning of the Crown as healthy utilitarian and institutional; thirdly, to explain recovery in the sphere of taxation as foundational to administrative systems, whether local or otherwise, worthy of the privilege conferred through the king's prerogative of more elementary times.

This particularly interesting little brochure is, one hopes, merely an outline of a much larger and more detailed work which the author might well produce for the benefit of his contemporaries and of all students of taxation.

## SOCIAL ADMINISTRATION

SOCIAL ADMINISTRATION INCLUDING THE POOR LAW, by John J. Clarke (Sir Isaac Pitman and Sons). 15s.

This book appears in its second edition. The author mentions that the preparation of this edition was begun about six years ago. Since then much has happened in the sphere of social administration, and the bringing into operation of the new unemployment assistance legislation certainly presents the opportune occasion for the publication of a work of this kind. Consisting of over 800 pages, the volume deals with the English Poor Laws, the Scottish Poor Laws, legislation relating to the welfare of the feeble-minded, the State and voluntary agencies; public health, housing, and planning; National Health Insurance; the law relating to children and young persons; State assistance and unemployment. Mr. Clarke has dealt ably with a network of legislation and services.

# A BALTIC ODYSSEY

## CITY-SHIP CALLS ON CITIES : LENINGRAD AS LABORATORY

By SYDNEY WALTON

ALMOST a score of town clerks on board, they tell me. Their presence gives a picture to the imagination. I think of this good ship *Doric* as a city in itself, a city in floating miniature, a city on pilgrimage paying calls on other cities, a city with wave-washed wooden walls, a little bit of England loose on the silver sea.

The Town Hall, Copenhagen

In my fancy the gallant captain shall play the part of Lord Mayor, with the staff captain as Town Clerk and the purser as the Borough Treasurer. As for the cruise director, I shall dub him the entertainments manager, his office being recent, I assume, in the annals of the sea.

The broad Baltic herself (I assume the sea to be feminine because of the rapidly varying moods and tempers) shall serve in the capacity of medical officer of health and most gentle and agreeable are her manners and medicines this summer month. The population of our floating city is over one thousand souls, crew and passengers together.

Our happy citizens have come from all parts of Great Britain, but to judge from the snatches of dialect wafted through my porthole Lancashire and Yorkshire are here in strength and they do assert that even Wigan is with us!

As in most cities, we live in strata, layer upon layer. There's deck A and there's deck B, and below are decks C and D. In a sense it's rather like terra firma; in our home towns we meet in the streets and squares; here on the Baltic we pass and repass on the promenades where we sun ourselves and exchange the greetings of the weather English-wise.

But does each stratum really know how the other strata live? There's this to say. In a stately city on land you may reside for a long time without any deep acquaintance with your neighbours. On the sea you make friendships swifter and have themes at hand, "Where are we, sir?" "Is that land, madam?" "The ship's been very steady, gentlemen," to unloose the shy English tongue. And those grand dames, Dora and Mrs. Grundy, refrigerators in regard to conversation, are left ashore, I'm told.

◆ ◆ ◆

This year of grace, 1935, is the centenary of the passing of the first Municipal Corporations Act, the basic date being September, 1835. Somebody had the inspiration to suggest that a Centenary Cruise be made to the Baltic cities to compare notes and exchange ideas. The alert Nalgo laid eager hold on the idea. That is why four hundred local government officers are on the *Doric*, town clerks and borough engineers and directors of education and medical officers of health among them. (Lest I excite any jealousies I make it clear that I've cited them at random and in no order of precedence.)

The cities of the Baltic (and does any sea possess a more majestic fringe of them?) sent forth messages of welcome and promises of hospitality, and the grand municipal tour began, a unique odyssey. First is Oslo by the avenue of the fjord, to Oslo set against the heights, a joy and jewel shining the brighter by the water's edge by contrast with the grave tapestries of the forests behind; then to Copenhagen, the city with the evergreen roofs of copper, the city of spires, the city of smiles; to these cities we came to learn their municipal ways, came into the Scandinavian culture on a city-ship bearing a name from ancient Greece.

From Denmark's capital through the passage of the multitudinous islands we sailed to proud Stockholm. I will confess at once that the supper-festival in the room of the golden mosaics in the city hall was as splendid as a page from "Arabian Nights." No, not in Venice in the palace of the Doges in the gorgeous and golden days could there have been an event excelling the exquisite glory of this experience, the candles glowing and the trumpets sounding.

In the newspapers they called the N.A.L.G.O. visitors communal men and city experts and treated them as princes which indeed they are, if you will think of it, administrator-princes of towns and cities.

◆ ◆ ◆

Stockholm to Helsingfors is a voyage of delight, and from the harbour on the morning of our anchoring Helsingfors was a loveliness to look upon. We almost wished we had come by train, so noble the railway station, a pride of northern architecture. What is it that has inspired the passionate development in social services in these cities of brief and brilliant summers and long lonesome winters? Whence came the seeds which have opened into wonder-flowers of parks and open spaces, into ecstasies of civic achievement and ministration? Can it be that the burden of armaments being lighter, peace hath her victories no less renowned than war?

We came to Leningrad early in a perfect day of sunshine, a band playing on the quay to greet us. Soon we were by the beautiful Neva which skirts the marvellous Uritski Square, pulpit from which a thunder broke to startle and astonish the world. I never knew that the city of Peter the Great possessed such glory still. Lenigrad excited more disputation and stirred intenser commentaries pro and con than any port in our programme.

Whatever be the colour and calibre of one's personal politics, the vast social laboratory which is the new Leningrad cannot fail to stir the pulse and give wings to wonder.

For my part I have not seen in many wanderings a pleasuance more spaciously and intelligently devised for the purpose than is the Park of Rest and Culture, the Thames and Hyde Park and Hampstead Heath in one, with amusements and amenities added for children to exercise and rejoice in.

The celebrations of local government in England this autumn will take on a fuller meaning and understanding because of this pilgrimage into the Baltic. As a wit on board puts it, we have paid the vikings a return visit. We have seen what miracles in civic joy and service can be wrought in the high latitudes. It may be that the seeds came from England which took roots among the snows.

Leningrad: a view of the Square of the Revolt

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***Now*** for Badminton. We've been working like blazes to improve our racquets and shuttlecocks though, honestly, there was very little room for it. We have, however, arrived at a new and improved method of stringing the Vivax-Super and finer graduations in shuttle-flights. There are three racquets, the internationally used Vivax-Super 28/-, the Vivax-Plus 21/- and the Vivax 14/-.

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# BRIDGE FORUM

*By* NEVILLE HOBSON

## BRIDGE-GOLFERS

The title of this article has been prompted by y experience of various clubs where Bridge played as an auxiliary to Golf. After a renuous day's play, it is not unusual to find embers of the club on the lookout for a game Bridge, and the etiquette of both Contract d Auction regarding the making-up of tables not always fully appreciated.

Wherever Bridge is played, the relevant laws ould be respected, and the mere fact that the me is taking place on premises other than ose of an official Bridge Club should make no fference to the application of the prescribed rocedure.

**omplement of Tables**

The laws of both Contract and Auction Bridge ipulate that a table is either 4, 5, or 6 members -the latter completing the maximum number. ny candidate may, at any time, join an ncomplete table by announcing his wish to do , so that members of a golf club should be illing to welcome to their table any other ember or members who may desire to play.

It is not, however, uncommon to find four layers who have completed a four-ball match tting down and monopolising a table in the mmon-room for several rubbers at a time, nder circumstances which freeze out other ridge players, who clearly have the right to xpect some measure of adherence to the rele- ant rules.

**recedence**

After each rubber has been completed, place must be made for any member who did ot play in the last rubber" (to quote from ontract Law 6), and the member who has layed the greatest number of consecutive ubbers at that table should give way in favour f anyone wishing to come in. If there are two r more who have played an equal number of ubbers, they are to draw and the one with the west ranking card must make place for the ncoming player or players.

If, for example, A, B, C, and D are finishing a ubber when E and F come up to the table, ey should ask them if they would care to come n. If they express such a wish, A, B, C, and D hould cut out and the two cutting the lowest ay, A and B) would give way to E and F. The wo left in (C and D) would automatically drop ut at the end of that rubber in favour of A and —assuming all these players were to continue o remain at that table. Possibly, however, the wo cutting out would be able to make up nother table.

**eaving Tables**

It should be borne in mind, however, that o one can be a member of more than one able at the same time, unless a member consents n request to make a fourth at another table nd announces his intention of returning to his ormer table as soon as his place has been lled.

**Table Up**

The new Contract laws suggest that at the nd of each rubber "table up" should be nnounced for the benefit of any member who ay be waiting to play, or, if the table is not omplete, any candidate for membership; and he importance of an unselfish and friendly nderstanding regarding the right of entry to ables should be borne in mind by members of olf and other social clubs, whose main activity eed not necessarily be Bridge.

Incidentally, when drawing cards as to who is o play in any particular rubber, the drawer of he higher ranking card takes precedence. This raw can also be used to determine the two ets of partners among the four highest drawers —the one having the highest card of all being he dealer.

# NALGO SPORT

KIDDERMINSTER N.A.L.G.O. Football Club are looking forward to a good season. They have obtained the best ground in the town at Aggborough, which they will be sharing with the Kidderminster Harriers F.C., the Birmingham League club. Interest is added to this fact in that during the close season a fine new stand has been erected at a cost of £1,700. Moreover, the team should be considerably strengthened by the return of some old stalwarts. An attractive feature of the new campaign will be the increase in the number of inter-

Salisbury won the N.A.L.G.O. Southern District Football Cup

N.A.L.G.O. matches to take place. It is anticipated that the more ambitious programme will result in increased support.

**Birkenhead Swimming Carnival**

An interesting programme has been arranged for the annual swimming carnival of the Birkenhead Branch, which is being held in aid of the B. and O. Fund, at Byrne Avenue Baths, on Friday, September 13. The events are open to all N.A.L.G.O. members of branches within ten miles radius of Birkenhead Town Hall. A polo "scramble" should provide considerable entertainment for participants and spectators alike, and another novelty features air mattresses and is entered on the programme as "Going to Bed." There is no entrance fee for any event, but entrants are expected to contribute to the donation list.

Wakefield Municipal Officers defeated Leeds Municipal Officers in the final round of the Yorkshire District N.A.L.G.O. Cricket Cup, played at Whitkirk.

**Naglo Rifle Clubs**

The following is the result of the shooting competition for "The Mappin Shield." The competition was for teams of four from any local government authority which was affiliated to the Association. Bournemouth: D. Taylor, 100; A. W. Hurley, 100; C. C. Coffin, 99; J. Brown, 96; total, 395. Southampton: T. Moody, 100; W. R. Braxton, 98; G. Still, 98; A. Othen, 96; total, 392. Leeds: F. Harris, 98; S. J. Stott, 96; W. Akroyd, 95; J. Hustler, 95; total, 384. Manchester: S. Armitage, 96; A. Bimister, 94; J. G. Irvine, 93; F.T. Dunmore, 91; total, 374. The winning team holds the trophy for one year and each member receives a silver spoon.

Lytham St. Annes played the Lancashire County in the 1st round of the North Western and North Wales District amateur Bowling competition at Preston, and were winners on the aggregate by the small margin of 4 points. They will now meet Blackpool in the 2nd round, and a keen contest is promised. Blackpool, the present holders, are worthy opponents, but if St. Annes produce their form, as shown at Preston, they will be difficult to beat.

## COURTAULD-SARGENT CONCERTS

The programme and arrangements for the seventh season of Courtauld-Sargent concerts have just been announced. It will be remembered that these concerts were started and financed by the late Mrs. Courtauld with the two-fold object of supplying performances of the highest possible standard and of placing these within the reach of music-lovers who, in general, are unable to subscribe regularly to concerts. The Concert Club, organised in connection with these concerts, offers special facilities for students, teachers, and members of business establishments and social and professional organisations to obtain seats at reduced rates. We are asked to say that at the moment it will gladly welcome a limited number of new members. Applications for particulars should be made to the Secretary, 12 North Audley Street, W.1.

Two newcomers to these concerts next season are the great 'cellist, Senor Casals, and Monsieur Rachmaninoff, who will play one of his own concertos. In accordance with the wishes of members of the Concert Club, the classics will play a definite part in the programmes, which will include Beethoven's Second and Fifth Symphonies, the first public performance of Hindemith's "Mathis" Symphony, as well as works by Sibelius, Mozart, Weber, Handel, Boyce, and Mendelssohn; also "L'Enfance du Christ," a choral work by Berlioz, which is almost unknown in London concert halls.

Two of the conductors, Herr Szell and Dr. Malcolm Sargent, are familiar and popular figures to London concert audiences, the third —Herr Stiedry, of the Leningrad Philharmonic Orchestra—will be making his first appearance in England. The orchestra is the London Philharmonic.

## REACTION TO WALL STREET DURING THE SLUMP

When a pale-faced man burst into the office and announced in tones of horror "Anaconda's right down the drain!" my only emotional reactions were produced by a fleeting picture of two sanitary inspectors angling for a boa constrictor with a lump of meat.—*Peter Fleming in "One's Company."*

# MOVEMENT OF MEMBERS

B. P. Garrod, Oxford C.C., to Sanitary Inspector, Basford R.
R. A. Coward, Northfleet, to Accountancy Clerk, Sidmouth.
E. W. Godwin, Bournemouth, to Engineer's Department, Chingford.
H. C. King, New Forest, to Assistant Surveyor, Norwich.
F. W. Peak, New Forest, to Financial Officer, Tavistock.
C. W. Jermy, Bucks C.C., to Sectional Chief Clerk, Accountant's Department, Derbyshire.
Miss E. Botham, Isle of Wight, to Nurse, Surrey C.C.
J. Lomax, East Sussex, to Accountant's Assistant, Oswaldtwistle U.D.C.
D. Johnston, East Sussex, to Chief Veterinary Officer, Bedfordshire.
H. Nicholls, N. Bucks, to Sanitary Inspector, Bullingdon R.D.C.
J. McInnes, Bournemouth, to Assistant Surveyor's Department, Oxford.
R. J. Roddis, Hampshire, to Clerk and C.F.O., Raunds U.D.C.
J. Watts, Weymouth, to Hackney B.
S. G. Strugnell, Bucks, to Chief Inspector, Weights and Measures, Northumberland C.C.
L. P. F. Hubbard, Barking, to Chief Engineering Assistant, Woodford Green.
H. Rose, Dagenham, to Engineering Assistant, St. Helens.
H. Gurney, East Ham, to Cleansing Superintendent, Tottenham.
L. F. Read, East Ham, to Costing Clerk, Enfield.
J. A. Ball, Carmarthen, to Clerk, Essex.
V. A. Scott, West Suffolk, to Master's Clerk, Bishops Stortford Institution, Hertfordshire.
Miss Maddock, Surrey C.C., to Clerk, Heston and Isleworth.
Miss M. A. B. Dickenson, Wimbledon, to Shorthand Typist, Surrey.
Dr. D. Regan, Ilford, to Medical Officer of Health, Edmonton.
H. A. F. Jones, Southend, to Clerk, Rochford.
J. W. Wilson, Isle of Ely, to Public Assistance Department, Norfolk C.C.
R. S. Rainford, Uxbridge, to Clerk to Council, Exmouth U.D.C.
W. Johnson, Wembley, to Building Inspector, Guildford.
E. P. Simpson, Southgate, to Clerk, Public Health Department, Stepney.
W. J. Sparkes, Chelmsford B., to Assistant Clerk, Burnham-on-Crouch.
F. Shirley, Warwickshire, to County Infirmary, Mill Road, Cambridge C.C.
D. S. Church, Great Yarmouth, to Engineering Assistant, Romford.
F. C. Stafford, Billericay, to Rating Assistant, Chapel-en-le-Frith.
R. T. Knowles, Wimbledon, to Engineering Assistant, Bridgwater.
C. D. A. Lake, Wimbledon, to Engineering Assistant, Bath.
H. H. Neal, Surbiton, to Surveyor's Clerk, Barnes.
G. H. Cockell, Kingston, to Assistant Sanitary Inspector, Finchley.
R. C. Tugwell, Surrey C.C., to Deputy Clerk to Guardians Committee, Hampshire.
C. H. Gower, Surrey C.C., to Orpington U.D.C.
E. Banks, Ipswich, to Deputy Town Clerk, Chichester.
Frank M. Sainsbury, Hemel Hempstead, to Accountant, Bilston.
H. Clews, Holywell, to Rating Officer, Kidsgrove U.D.C.
E. Lomax, Urmston, to Engineering Assistant, Eston U.D.C.
Colin Campbell, Burnley, to Town Clerk, Plymouth.
E. J. Brookes, Brighouse, to Deputy Borough Engineer, Bacup.
E. Hargreaves, Skipton, to District Sanitary Inspector, Wallasey.
Robt. Edwards, Widnes, to Senior Cost Clerk, Colwyn Bay.
L. C. Lomas, Southport, to Senior Architectural Assistant, Lancashire County.
J. B. Hoyle, Skipton, to Assistant Surveyor, Whitfield U.D.C.
W. Bedford, Dewsbury, to Assistant Accountant's Department, Huyton-with-Roby U.D.C.
Arthur Pitt, Newcastle (Staffs.), to Rates Clerk, Borough Treasurer's Department, Conway.
T. B. Kennedy, Rotherham, to Architectural Assistant, Rochdale.
J. G. Ritchie, Bootle, to Assistant to Assistant County Medical Officer, Lancashire County.
V. Haworth, Haslingden, to Electricity Clerk, Basingstoke.
J. Occleshaw, N.W.D. Small Auths. (Aspull U.D.C.), to Senior Sanitary Inspector, Westhoughton.
G. W. Farquharson, St. Helens, to Senior Smoke Inspector, Birmingham.
F. G. Elliott, Loughborough, to Town Clerk's Department, St. Helens.
T. E. Coulson, Tynemouth Branch, to School Dental Officer, Newcastle-on-Tyne Council.
I. Dearnley, Wakefield Branch, to Internal Audit Clerk, St. Helen's County Borough Council.
S. C. Drabble, Rotherham R.D. Council, to an appointment under the Meltham U.D. Council.
D. Evans, Sheffield Branch, to Sanitary Inspector, Tipton U.D. Council.
B. D. Horan, Rotherham Branch, to Engineering Assistant, Chesterfield Council.
J. B. Longbottom, Wakefield Branch, to Surveyor's Department, Heston and Isleworth Borough Council.
C. H. Lumb, Pontefract and District Branch to Clerk in the Town Clerk's Department, Gosport Borough Council.
C. A. Murray, Wakefield Branch, to Chief Sanitary Inspector, Tynemouth Council.
H. Nicholson, Sheffield Branch, to Chief Clerk, School Medical Department, Stoke-on-Trent Council.
F. G. Smith, West Riding C.O., to an appointment in the Surveyor's Department, Clacton-on-Sea U.D. Council.

## FOR SWIMMERS

The *Swimming Times*, which is published in February, May, June, July, August, September, October and December in each year, is now in the third issue of its thirteenth volume. All articles are contributed by swimmers, and the paper has subscribers in every country in Europe, in Australia, America, Canada, South Africa, Straits Settlement, China, Japan, Russia, India, South America, etc. It is an excellently produced journal, containing a variety of articles, quite a lot of useful information, and is published by voluntary workers. The editor, Captain B. W. Cummins, 4 Waddon Park Avenue, Croydon, is a municipal officer, and will be pleased to send a copy to anybody who will send him 6d. There has just been published a new book under the auspices of *The Swimming Times* by Mr. P. W. A. Herbert, entitled "Foundations of Modern Springboard Diving." The author has for many years been associated with the development of modern springboard diving, and in compiling the book, he has filled the long-felt need of a simple text-book on this subject. Copies (1s. each) may be obtained from Capt. Cummins. J.D.P.

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## COMMERCIAL EDUCATION POLICY

Speaking at the thirty-ninth annual genera meeting of Sir Isaac Pitman & Sons recently on the subject of commercial education i New York and in London, the Chairma (Mr. I. J. Pitman) remarked :—

"In New York the age of compulsory educa tion is eighteen, and either because they realis that boys and girls who are *compelled* to stay at school until they are eighteen must b trained for a livelihood, or because they believe in the value of commercial subjects as a factor in general education, they have very large commercial high schools, some with an enrolment of over 10,000 students. Moreover, these students give to commercial subjects as much as forty per cent. of the time between the ages of fourteen and fifteen, and fifty per cent. of the time between fifteen and eighteen. In London with a school-leaving age of fourteen, typewriting is excluded from the curriculum of the commercial central schools of London during official hours, and the time given to commercial subjects even in the last year of those schools is very small indeed. Now while this is quite normal and right where the school-leaving age is as low as fourteen, it will be less right and less possible when the school-leaving age is raised."

## "VOCATIONAL GUIDANCE"

Several interesting features are promised for the National Association of Juvenile Employment and Welfare Officers' autumn conference and week-end school on "Vocational Guidance" to be held at Liverpool from September 21–24. The programme includes an address on "The Practice of Vocational Guidance in England and Wales" by Mr. J. Wale Smith; an address on "The Scientific Approach to Vocational Guidance" by Dr. Angus Macrae, M.A. (late of National Institute of Industrial Psychology); and an address on "The Law regarding Employment and Unemployment of Juveniles" by T. S. Simey, Esq., M.A. (Lecturer in Public Administration, Liverpool University).

On Monday Dr. W. M. Frazer, Medical Officer of Health of Liverpool, will contribute an address on "The Medical and Psychological Aspects of Vocational Guidance," while the subject of another address is "The New Outlook in the Education of Adolescents," the author being Mr. C. F. Mott, M.A. (Director of Education for Liverpool and member of National Advisory Council for Juvenile Employment and Ministry of Labour Consultative Committee).

## TRADING

*To the Editor of* LOCAL GOVERNMENT SERVICE.

SIR,—The article under this heading in the August issue needs some amplification if the matter is to be viewed in its true perspective.

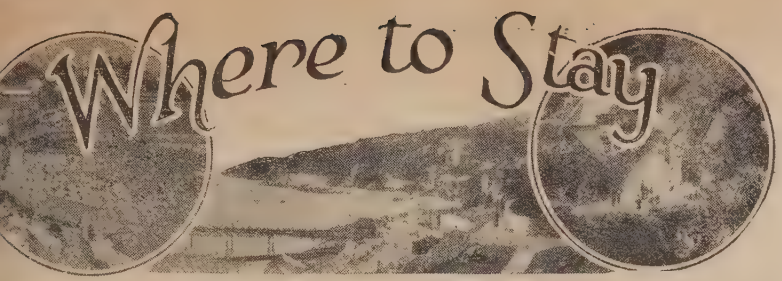
The merits or demerits of preferential trading was not the question before Conference, and the South-Eastern District Committee cannot be accused of forcing its opinions on its colleagues. It does not even declare its opinion on this point.

Perhaps I can make the position most clear by stating that the significance of the S.E. District motion lies in its last dozen words. I agree that the subject cannot be left just where it is, and the action to be taken by the N.E.C. is perfectly clear.

It is reassuring to read that the Council has no desire to keep back information. If this is so why was this information not published beforehand? Surely it would have been preferable for such information to be given voluntarily rather than in response to an instruction from Conference.

Yours, etc.,

F. A. BRISTOW,
*Hon. Secretary,*
*South-Eastern District*

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*BOURNEMOUTH.*—**"Eversley," Durley Road.** Board-Residence. Charmingly situated in own lovely grounds. Lawn games. Unrivalled position. **One minute sea,** near pier, Pavilion, and all attractions. Modern comforts (including h. and c. running water in bedrooms). Excellent and varied menu. Congenial company. **Enjoy your next Holiday!** Comfort, cleanliness, and good cooking **personally** assured. **"Nalgoites"** highly recommend.—**Mr. and Mrs. Pyne. Tel. : 283.**

*BOURNEMOUTH.*—"LUSURIA" Grosvenor Gardens, Boscombe. Comfy Board Residence. Highly Rec.: Ex. Cook. Near Sea, amusements, etc. From 2 gns.—Phone: Boscombe 420, Mr. & Mrs. H. E. Howes.

*BOURNEMOUTH.*—Sandyfield Hall, Manor Road. "Like a Gem in a Beautiful Setting." Let this be the holiday you have longed for. A charming Mansion, standing in its own delightful grounds, fitted with hot and cold running water in all rooms, and only two minutes from the sea. This, combined with an excellent cuisine, also a liberal and varied menu, should complete your holiday happiness. Terms from 2½ guineas. Write for tariff.—L. G. Horspool.

*BOURNEMOUTH.*—" Belfield " St. John's Road, Boscombe. Three minutes Pier; Shops. Personal supervision. From 2½ gns. weekly. Garage available on premises.

*BRIGHTON.*—Delightful Holiday Quarters' facing gardens and sea. Comfortable and homely. Five minutes Aquarium. Excellent catering, separate tables, smoking and sun lounges, baths (h. and c.). From 42s.; 7s. 6d. per day. Special terms winter.—Mrs. Adams, 10 Marine Square. Phone 4376.

*CLEVELEYS.*—Promenade. " Sea View " Private Hotel. Lounge; h. and c. throughout; separate tables; excellent cuisine. Apartments, Full Board, or Bed and Breakfast. Reasonable terms. Two minutes from Golf Course and Tennis.—Proprietress : MRS. KING.

*CLIFTONVILLE.*—" Courtlands," Athelstan Road. Adjoining Sea Front. Superior Board-Residence. June 42/-, July-August 52/6, September 45/-.—'Phone : Margate 1249.

*DOUGLAS, I.O.M.*—" CLIFTONVILLE," Clifton Terrace, Broadway. Tea, bed and breakfast, 5s. 6d. Full Board, 7s. 6d. Sea View. Minute Prom.—Mrs. Holmes.

*EASTBOURNE.*—Comfortable Board-Residence. Close sea and pier. Separate tables; every comfort; terms moderate.—Mrs. Dobson, Cromwell House, Cavendish Place.

*EASTBOURNE.*—Adjoining Promenade, central. Homely Board-Residence; midday dinner. July, September 45/-, October 40/-.—C. T. C. Goodman, 10 St. Aubyns Road.

*EASTBOURNE.*—90 Royal Parade, facing sea, central sports and amusements. Comfortable Board-Residence. Meals arranged to suit visitors' convenience. From 2½ guineas.

*HASTINGS.*—Board-Residence, 35s.; August, 42s. Sitting-room, piano, games. Minute sea, station. Large bedroom, friends sharing. Bed-Breakfast arranged. Stamp.—Reeb, 18 Devonshire Terrace.

*HASTINGS.*—Select homely Guest House. Good food and cooking; lovely and unique position, sea views, bracing air.—" Plynlimmon," West Hill.

*HASTINGS.*—" Holmesdale " Private Hotel, Holmesdale Gardens. Highly recommended; near sea. From 42s. to 63s. according season, room. Proprietresses ex-Nalgo members.

*LLANDUDNO.*—Superior Private Apartments. One minute pier, promenade, and central all amusements. Bed and Breakfast.—Lester, 2 Abbey Road, Llandudno.

*OBAN, SCOTLAND.*—Hawthornbank Private Hotel; beautifully situated. Every comfort, cheery welcome to " Nalgoites," special out-of-season terms.—'Phone 75, Jolly.

*RYDE.*—"Silverwood," West Hill Road. Board Residence, Restful holiday. Freedom. Comfort, Good cooking. Liberal table. Modern conveniences. Terms moderate. —O'Neill.

*SHANKLIN.*—Hazeldell, Prospect Road. Superior Board-Residence. Near sea, station. Liberal table. Personal supervision. Terms moderate. Phone 389.—Mrs. Elliott.

*TEIGNMOUTH.*—" Myrtle Cottage," Mere Lane. Board-Residence. South aspect, bathing from house, close station. Liberal table, moderate terms.—Mrs. Leach.

*TORQUAY.*—Western House, Belgrave Road. Comfort and catering guaranteed. Separate tables, sunny lounge. Two to 3 guineas inclusive.—Mr. and Mrs. Thomas.

*TORQUAY.*—If you write to-night you'll be in time to reserve accommodation at DARTMEET HOTEL, Belgrave Road, Torquay. Only a small place (capacity 25 persons) but the acme of comfort. All bedrooms with h. and c. and beds with special spring mattresses. Two minutes' walk on level to sea-front. Central for all amusements. Discount terms to Nalgoites. Proprietor a Nalgoite.

*TORQUAY.*—" Armley House," Avenue Road. Ideally situated on level to Sea Front. Hot and Cold Water all Bedrooms. Personal attention of Proprietors (son a Nalgoite) ensures guests being made happy and comfortable. Terms from 2 gns. to 3 gns. No extras. Please write for tariff.—Mr. and Mrs. James Williams.

*WESTCLIFF.*—Allerton Private Hotel, Britannia Road. Four minutes from best bathing beach. Near park, tennis courts, etc. Garden. Moderate terms.

*WEYMOUTH.*—Melba, Bond Street. Comfort assured. Personal service. Convenient terms all year. Half-minute sea-front, principal amusements. Central. Proprietress ex-Local Government Officer Nalgoite. Note.—Sanitary Inspectors' Conference Delegates, Weymouth.

*WEYMOUTH.*—Comfortable Board Residence. Bed and breakfast or private apartments. Terms moderate; near sea; recommended.—Oakdale, Newberry Terrace.

*WHITBY, YORKS.*—Facing Sea and Spa. Separate tables. Terms from 9s. per day. Special terms early and late season.—Mrs. McInnes, Victoria, 12 Royal Crescent.

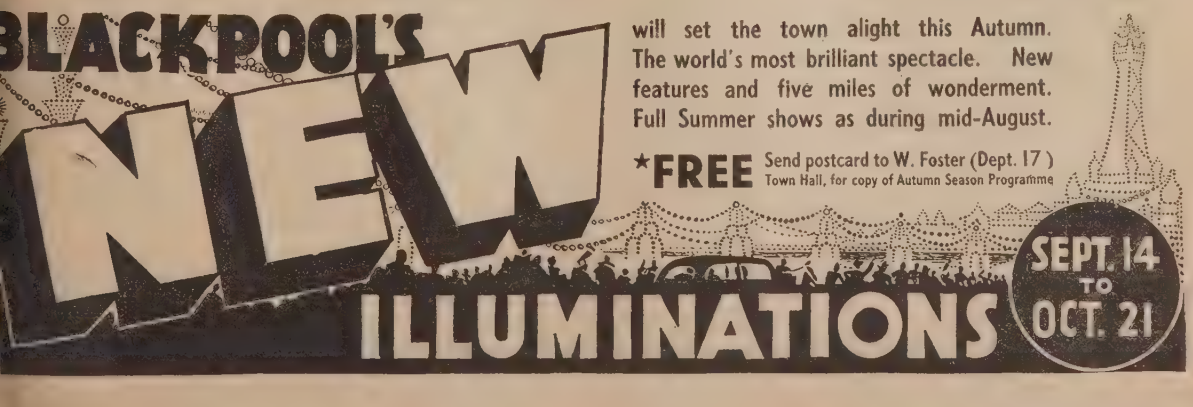
*YORKSHIRE MOORS, OSMOTHERLEY, NORTHALLERTON.*—" Hambleton " Boarding House. Charming situation, delightful scenery. Tennis; garage; bath. Terms from 2 guineas. Book now, July-October.—(Proprietor N.A.L.G.O. Member).

*CANONBURY.*—Attractive Unfurnished One- and Two-room Flats, with kitchenette, etc. Business ladies.—Write Flat 3, 29 Alwyne Road, N.1.

*CHELTENHAM.*—Finest position. Small private hotel for sale. Rent £85. Well furnished. Price £450 inclusive.—Executor, 92 Nether Street, N.12.

*FINE* Freehold 2 minutes Wanstead Flats, station, buses. Modern type. Wide hall, large rooms (8), boxroom, bathroom, h. & c., side entrance. Lovely garden 110 by 30 overlooking grounds.—Write, Brooke, 16 Avenue Road, Forest Gate, E.7.

FOREIGN STAMPS.—If those interested in colonial and foreign stamps will communicate with Box No. 112 they may hear something to their advantage.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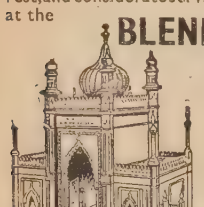

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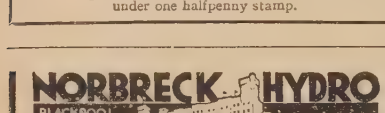


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# INTERNATIONAL PROFESSIONAL WORKERS

## FORTHCOMING CONGRESS AT BRUSSELS

THIS year's Annual Congress of the International Confederation of Professional Workers will take place at Brussels on September 26, 27, and 28. The British delegates will be the Vice-President and Secretary of the National Federation of Professional Workers.

Unless there is some unforeseen improvement in the international situation, it seems likely that the congress will be meeting at a time of special stress when the aggressive tactics of dictatorship-ruled countries may have already led to the outbreak of war in North-East Africa. The continued existence of aggressive and repressive dictatorships lends special interest to the following resolution to be proposed by Mr. Geo. W. Thomson on behalf of the British delegation :—

"In view of the general breakdown of the moral sanctions and the social and distributive machinery of western civilisation, this conference of international professional workers affirms its belief in the following principles :—

"(*a*) The right of children of all classes to a full and adequate education in order to fit them to fulfil adequately the duties of citizenship in a democratic society;

"(*b*) The right of all adult citizens, irrespective of race, creed, or sex, to pursue unmolested their industrial and professional functions, with the full freedom of combination to pursue the ends of social and professional improvement;

"(*c*) The right of all citizens to liberty and ordered freedom, as expressed through social custom and sustained by the free functioning of democratic, social and political machinery;

"(*d*) The right of all citizens to full freedom to express opinion, by speech, writing, or publication;

"(*e*) The duty of the state to provide adequate maintenance for all workers in old age or during invalidity.

"Believing that, as art and culture are by their nature international, it is necessary therefore in order to achieve a great civilisation, that economic activity also become international in character, conference pledges itself to work through all available channels, national and international, for the emancipation of the human spirit in all fields of work and activity. Conference, moreover, recognises that a special duty falls upon professional and staff workers to strive for this end, in view of their position of privilege and trust, particularly with the growth of large socialised or semi-socialised industries and services which is the dominant feature of to-day and whose activities they are increasingly being called upon to direct."

Other resolutions to be proposed by the Briti delegation deal with two important aspects compensation—namely, compensation for loss employment and employees' compensation respect of accidents and industrial diseases.

Largely through the initiative of the Nation Federation of Insurance Workers, an importa concession has been secured whereby t amount of pension that will henceforth be fr of Estate Duty has been raised from £25, t previous figure, to £52 per annum. Furth and as a result of subsequent concessions, it now agreed that in the case of pensions betwe £52 and £104 per annum, the duty will b charged on a graduated scale.

## WEST MIDLANDS JOINT INDUSTRIAL COUNCIL

DURING the fifteen years of the existen of the West Midlands Joint Industri Council for Local Authorities' No Trading Services there has been an enti absence of serious dispute in the departmen of the public service for which the Joint Coun is responsible, in so far as the regulation wage rates and standardisation of worki conditions is concerned. Disputes in the pa were frequently protracted, but this ceased wi the setting up of the Joint Industrial Council

In addition to its preventive work, the effor of the Council are directed to such constructiv work as the creation of fair standards remuneration, the evaluation of occupations b means of a grading scheme, and the settlemen of points of principle affecting employment the departments concerned, as its annual repo points out. During the year under review t general wage rates have remained undisturbe The membership has slightly increased. T majority of the principal local authorities the West Midlands are associated with t Council, and during the year the City Oxford was admitted a member.

The chief feature of the year's operation the report states, has been the considerati of applications for the up-grading of certa occupations—notably ashmen—and for t addition of minor occupations not previous graded. The Council would impress upon t local authorities and trade unions that it fin it increasingly difficult to deal satisfactori with applications for altering the grade particular occupations. "The mere raising one occupation, even to the extent of only tw steps in the grading scheme, brings into revie not only the occupations already within th grade, but those in surrounding grades, and there are 75 occupations within the nine grad provided for, the sensitiveness of the gradi scheme to any chan in value placed on a pa ticular occupation, indicated by the grad will be at onc apparent."

The decisions mad from time to time affe a total of roundly 18,oc employees, engaged departments concerne with the maintenan of the public healt public sanitation, co struction and upkeep roads, housing co struction, public bath libraries, parks, an other miscellaneou services, while mo recently public assis ance employees hav been added to t Council's responsi bilities.


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# HOME GARDENING

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopædia of Gardening," etc.

ROBABLY most of us indulge in a little stock-taking in September, also in a comparison between spring expectations ummer results. Have we still material in eds and borders for another few weeks isfactory bloom? And have we a sufficient y of fresh plants for next year? Chrysan-ums, Dahlias, and Begonias should be at best this month. There should be a fair y of autumnal Roses. Such late perennials ichaelmas Daisies should be showing their powers. Salvias and Zonal Geraniums g pure bedders ought still to be going gly. Then as to new stuff there should be rows of Wallflowers, Sweet Williams, rbury Bells, Forget-me-nots, etc., in the e quarter of the garden, with batches of gs of Pentstemons, Pansies, Violas and ng Calceolarias recently taken or to be soon.

### Drought

e long drought of July and most of August edly tormented a good many of us, ially those of us who garden on light soils. lid our best with hoeing and mulching, emented in some cases by the hose, to things going, but it was a hard struggle naintain perfect vigour in everything, cularly with pronounced moisture-lovers as Begonias. I am sure that most growers is beautiful flower must have learned by that a start with well-developed plants is important, small ones making but poor ess under adverse conditions; also that ral supply of leaf-mould is highly essential oid growth and reasonably early blooming. will have learned, too, that while Begonias struggling, Zonals were luxuriating in the

other plant which enjoyed the hot dry was the Petunia. There are two varieties is old plant admirably suited to form iful masses of colour in dry spells, one of is called Dwarf Pink by most florists he other Dwarf Purple. Both have been did during the past season. They are bedders, being of compact habit and icing dense masses of flowers continuously a long period without watering, always ded they are given a good start and raged to fill out by thorough hoeing they are still young. Make a note of them ext year, please.

nias have enjoyed the heat almost as as the Zonals. My note of these for next is that while I do not regret having ed to persuasion and grown a bed of the rn Dahlia-flowered type, I am heartily that I raised a nice stock of the old type Nor should I hesitate for a moment in g preference to the latter in future if I had oose between the two classes. The Dahlia-red are showy, just as African Marigolds howy, but they entirely lack the beautiful ement of the old type. A bed of the latter een lovely, and apart from other qualities lisplayed a much richer range of colours the Dahlia-flowered.

### Catalogues again

ell, it is September and the bulb catalogues pouring in. The first came along before was out and I rejoiced to read in it of apid development of British-grown bulbs rapid, indeed, that the senders (the well-n firm of Bath of Wisbech) were able to f 185 acres under bulbs and of the employ-in the bulb season of 300 land workers. is truly amazing progress and it is given l weight by the statement that 150,000 -grown Tulips and Narcissi were supplied utumn to Royal parks and gardens. Most still believe, however, that we must look olland for first-class Hyacinths. Is this conviction to die? Baths claim that they can grow Hyacinths quite equal to the Dutch in every respect, and they are not addicted to idle boasting. Well do I remember the derision that Dutch growers were wont to throw on British-grown bulbs in years gone by. Is Nemesis to overtake them?

My readers must not neglect such well-tried Hyacinths as Dr. Lieber, Myosotis, King of the Blues, Queen of the Blues and Schotel among the blues; Coreggio, L'Innocence, and La Grandesse among the whites; Lady Derby, Queen of Pinks, La Victoire, Marconi, Moreno, and Jacques among the pinks and reds; City of Haarlem and Yellowhammer among the yellows; for all of these are excellent. It pleased me greatly to see a truly glorious display of those staunch old varieties King of the Blues and L'Innocence in one of the Folkestone parks last spring, for these are varieties of fifty years ago and more, loved and admired during youth. Both were producing magnificent spikes of bloom. Among the names of new Hyacinths I find Electra. This is a very good blue, but certainly not quite new, as I grew it before this season. One dealer describes it as rose, but I think he must be in error. Dr. Stresemann, described as an improved Queen of the Blues and, if so, a genuine acquisition; Imperator, rose; Mr. (or Dr.) Dames, rose-pink and said to be a particularly good forcer; Tubergen's Scarlet, very bright red; and Dr. Branting, rose margined with white, are new names to me. I should describe King of Lilacs, like Electra, as a not-quite-new sort, although some of the catalogues say it is a novelty. I have grown it and like it very much; the spike is good and the colour unusual and beautiful.

### Hyacinths

Probably most of my readers grow Hyacinths in bowls of fibre nowadays, and there is no gainsaying that this system is very convenient as well as perfectly satisfactory in results, particularly when the plants are given six or eight weeks in the dark at first. But those who have greenhouses will probably, and very wisely, aim at a good collection in pots, buying the largest bulbs they can afford, say bulbs of the 19-centimetre size, and providing a really fertile mixture of fibrous loam, leaf-mould, and sand, the first predominating. It is better to rely on late feeding with liquid manure for fine spikes than on a large pot, because a great bulk of soil may encourage leaves at the expense of flowers. Five-inch pots are large enough and six-inch should be the maximum. While the darkness of a cupboard suffices for bowl and glass plants, pots should have either coal ashes or coconut fibre refuse for covering.

The latter forms the common plunging material, but one finds that old and very successful growers prefer cinders. They like, moreover, to fix something over them to throw off continued soaking rains. With watchfulness on the part of the grower, fibre refuse will serve the purpose, but there is certainly more risk than with cinders of the spikes being drawn up weakly, and care should be taken that it does not occur, for it means failure.

I would urge amateurs who have saved bulbs of Daffodils and Tulips from the spring to get them in this month as fast as space becomes available. They can hardly be expected to know as much about ripening as experts and may not have given the bulbs quite that perfection of treatment which late-planted bulbs must have. Early planting is good in any case, I may add, and only when lack of space in the garden makes September planting inconvenient would I defer it, whether the bulbs were of my own saving or procured from the most reputable of dealers. Remember, please, that whether the bulb-planting is limited to Tulips, Daffodils and Hyacinths, or extends to Snowdrops, Crocuses, Irises, Chionodoxas, Grape Hyacinths, Anemones, Snowflakes, Crown Imperials, Lilies, Scillas, Tigridias, Winter Aconites and so forth, there can hardly ever be a mistake in digging a dressing of bone meal well into the soil at the rate of 2-3 oz. per square yard. If, however, the ground is downright poor I would endeavour to work in two to three barrow-loads of cow manure per square rod, still using the bone meal also.

### Rambler Roses

Growers of rambler Roses may be reminded that thinning out old canes should not be deferred later than mid-September; of Carnations, that rooted layers should be lifted and potted (or alternatively planted out if there is adequate moisture in the soil); of late outdoor Chrysanthemums, that the plants may well have a covering, two or three feet above them, of fine canvas in October to prevent frost spoiling the flowers, the material being ordered now so that it may be in readiness when required. And potential makers of lawns from seeds may be advised to sow before the end of the month if possible, because October sowings are uncertain of results. Old-fashioned sowers rarely used more than a pound of seed per square rod, but in these luxurious days a 2-pound sowing is common, part of the seed being sown, after thorough preparation of the soil, east and west, and part north and south, so as to ensure perfect spreading.

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# NEWS FROM THE BRANCHES

BOGNOR REGIS Branch, accompanied by members of the Urban District Council and friends, took their annual outing, when they travelled by steamer to witness the naval review at Spithead. The party, numbering fifty-five, left by motor coach for Worthing at 8.15 a.m., embarked on the P.S. *Brighton Belle* at Worthing pier, and after passing through the lines of naval vessels assembled for the review, arrived at the western end of Spithead at approximately 1 p.m. At 6 p.m., the *Brighton Belle* weighed anchor and proceeded back through the lines of warships *en route* for Shanklin, Isle of Wight, where the party were allowed to go ashore for one hour. Leaving Shanklin pier about 8.30 p.m., the steamer then took up a position at the eastern end of the review area, whence the illuminations of the fleet were witnessed until about 11.30 p.m., when the *Brighton Belle* departed, reaching Worthing pier at approximately 2.45 a.m. Waiting coaches then brought the party back to Bognor Regis, which was reached about 4 a.m. Arrangements were by the Hon. General Secretary—Mr. G. Stevens.

### Sports Ground for Burton

Arrangements have been made for the Burton-upon-Trent Corporation officials, together with local Civil Servants, to rent jointly a sports ground. The grounds, which consist of seven tennis courts, a bowling green, two cricket pitches, and a football pitch (with hockey if desired) will be used solely by the club now formed, which has for its title, "Public Services Sports Club." There are separate bowling, cricket and tennis pavilions.

The annual picnic in connection with the Cardiff Branch this year was to Stourport, Worcester, and Cheltenham. The Deputy Lord Mayor (Alderman J. Griffiths) and other members of the City Council accompanied the party.

The officers of the Gower Rural District Council have joined the Swansea Branch.

The annual outing of the members of the Rotherham Branch took place on July 10, when 120 persons took part in a visit to Nottingham. On the outward journey a call was made at Newstead Abbey, and an inspection of the grounds and gardens proved to be enjoyable and interesting. Nottingham was reached shortly before one o'clock, and lunch, to which the members were invited by the Mayor of Rotherham (Alderman A. P. Aizlewood, J.P.), was provided at the Mikado Café. In the afternoon, three parties were formed; the first visited Boots' factory; the second, the works of Lewis & Co., hosiery manufacturers; and the third, the Nottingham University. In the evening, seats were reserved for the party at the Military Tattoo in Wollaton Park. Rotherham was reached between 2 and 3 a.m., after a long and enjoyable day.

### Tynemouth Celebrations

The Tynemouth County Borough Council, together with representatives of the Tynemouth Branch of the Association, have compiled a very fine programme to commemorate the centenary of local government. The programme consists of the inspection of Corporation works, articles to the Press, a civic dinner to be held on October 1st next, a centenary dance, and a civic religious service. The co-operation of the Branch with members of the Council in making the various arrangements has been of a particularly happy character, and there can be no doubt that the arrangements made will amply justify the time and labour expended upon them.

The Glamorgan Branch have contributed £10 10s. towards the running of camps for the unemployed of South Wales by the University of South Wales and Monmouthshire.


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## "A LONELY MAN"

### THE RURAL SANITARY INSPECT SERVICE CONDITIONS

MR. A. DENTON OGDEN, Chairm the Sanitary Inspectors' Association Chief Sanitary Inspector, Chelm Rural District Council, a member of National Executive Council of N.A.L.G delivered the presidential address to the ference of Sanitary Inspectors at the H Congress at Bournemouth. In too many districts, he said, the sanitary inspector lonely man with many duties, each calling in a different direction in all weathers an distances which would make a week's recor many of his town colleagues. Year by yea legislation, and its by-products in the for new orders and regulations, had increase demands for his services, and the gr activities of the officials of other autho in certain directions had only added t worries.

### Meat Inspection

Many rural inspectors had been comp by the large size of their areas and workin cumstances to abandon the idea of anythin complete meat inspection in their areas, because they could not achieve the impos they were frequently held up to public b when a more fortunate town inspector sei carcase which had come from a rural dis No specialist meat inspector in the t ever sang the praises of the rural san inspectors from whose districts thousand properly inspected, good, wholesome car of meat reached town markets and shops was he aware of how much unwholesome had been prevented from reaching the p by the rural inspectors' vigilance.

In the campaign for clean milk, no bo officials had done so much to secure imp ments as the rural sanitary inspectors.

"I am not out to make apology for district councils who starve the public h activities in their districts by maintaining in quate staffs," Mr. Denton Ogden proce "I recognise, however, that in many distric increase of one inspector makes as difference to the rural rates as three or would in an adjoining urban area. Think that means to a rural council, who see tha increased staff is largely for services which safeguard the food of those in the urban a But think also what it means for the inspector who is denied the assistance he k —better than anyone else—is necessary maintaining even moderately satisfactory tary supervision of his district. Rural co economy extends too often beyond sta travelling facilities. There are cases where per annum, or even less, is allowed, and means either that such inspectors must re their travelling and supervisory work to minimum, or alternatively subsidise councils from their salaries.

"The popular cry which seems to appe the 'man in the street' is the criticism of government officials as to their alleged wa consideration for the well-being of the dis which they serve. Now, if this criticis justifiable, let local government officials their house in order forthwith. On the hand, if it is unjustifiable, and I say that it should cease to be cried about throughou country.

### Ratepayer and Official

"Let us compare the personal interests ratepayer and the local government of The well-being of the district is of paran importance to the latter, because his depends upon its well-being, and the inter any ratepayer cannot be greater than this. a recognised fact that the progress and well- of any industry is of equal importance t employees and their dependents as it is t employers, and it is difficult to reason w should be considered in some quarters employees of local authorities are different other workers."

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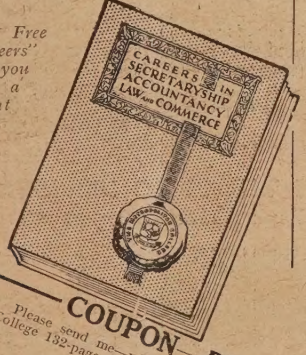


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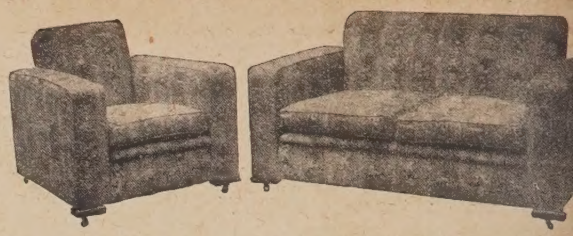

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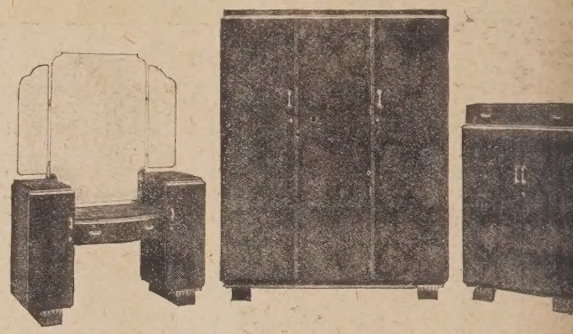

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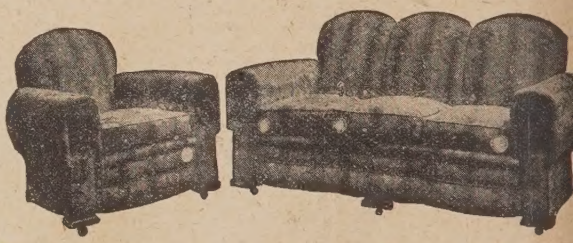

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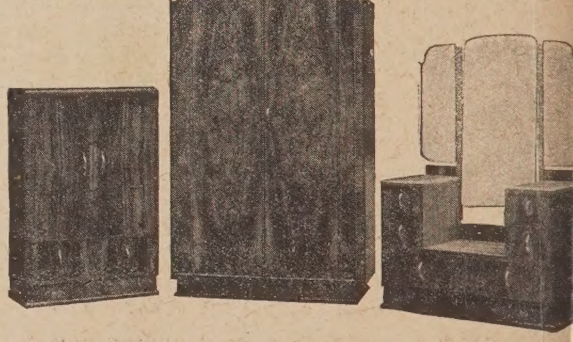

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THE PIONEER HOUSE OF E. & J. Frankland Estb. NEARLY HALF A CENTURY & CO. LTD.

(Desk L), 42-57 Imperial Buildings, Ludgate Circus, E.C.4.

# When you are in love with your job

A good suit is not only a question of price. It isn't altogether a matter of good cloth and West End cutting either, although they are essential. Something else is required if the suit is to be a delight to wear. *The Tailor must be in love with his job.* To me my job is eternally fresh and exhilarating, because a suit is not just a suit, it is something that is going to help a man to dress his part in life well, and I know how important that is. It is also the love of my job that prevents me offering credit terms to the public. If I did I should have to give less good value, and that I will not do. I would sooner throw in my hand. True, I offer credit to Public Officials because they are friends of mine, and it's my funeral anyway. The day that I cease to be enthusiastic about my job I shall retire. I shall grow carnations under the Downs.

**SUITS FROM 4 GNS**

*I offer credit to Public Officials ONLY with a nominal 2½% extra for clerical expenses, provided they mention this paper when ordering.*

# GEORGE DOLAND

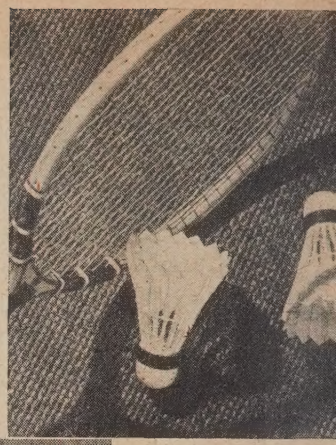
7 WHITEHALL, S.W.1 & 143-5 VICTORIA STREET, S.W.1

For the convenience of my Public Official Customers in the City, the above special terms can also be obtained by Civil Servants at

**DOLAND & LARCOMBE,** 15-17 Ludgate Hill

# THE BEST Shuttlecocks IN THE WORLD

*. . . and this is definitely not an overstatement*



HERE are the reasons for this marked superiority of Vivax Shuttlecocks. Now, they are made with mathematical precision. The feathers are machine-cut and are bleached by our special process that retains all the nature and they therefore remain flexible and will not "sly." The bases are cut from the finest selected Spanish Cork, automatically drilled, covered with selected sheepskin, and finished with silk lute. Each feather is twice separately fastened off, and then after completion the better qualities are rigorously tested. We make each quality in five flights, Slow, weighing 73/74 grains; Slow Medium, 75/76 grains; Medium, 77/79 grains; Fast Medium 80/82 grains; Fast 83/85 grains; and every tube is guaranteed to conform absolutely to these weights when packed, thus ensuring *absolutely even flight*, while our tests ensure that each is perfectly balanced—and there are none more durable. *We claim that if the contents of any tube are sent with equal hits the length of the court, they will all fall within a six-inch circle.*

***Net Wholesale Prices*** are as follows and don't forget we are always willing to send to any club a sample tube for trial and to take them back *after* use if in *your* opinion they are not all that we claim.

| | |
|---|---|
| No. 400.—Super-Selected for Tournament play .. | 12/3 per doz. |
| N. 500.—Selected. Strongly recommended for general club and match play .. .. .. .. .. | 10/6 per doz. |
| No. 700.—Pneumatic Rubber Base for Outdoor play .. | 10/6 per doz. |
| No. 600.—A good Practice Shuttle .. .. .. | 8/9 per doz. |
| No. 800.—A Knockabout Shuttle .. .. .. | 6/6 per doz. |

And don't forget the famous Vivax Racquets. This year the internationally-used Vivax Super with improved frame and stringing still costs 28/-, the Vivax-Plus 21/- and the Vivax 14/-.

***For Hockey Players*** the new range includes some notable improvements. For example, the Vivax-Super stick has a new method of building the head which positively avoids any chance of the toe opening up (see illustration). The prices range from this beautifully balanced stick, including rubber grip and guaranteed for six months, at 16/9 to a special school stick at 7/6.

***Lenglen's Vivax Tournament Table-Tennis Table*** The only table with an absolutely non-reflecting surface. Substantial folding underframe and solid one-inch top 9 ft. by 5 ft. Special nett price £7 7s. See catalogue for cheaper tables and full table-tennis equipment.

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*direct-from-manufacturer*

**sports equipment**

*saves you 6/- in the £*